SOME SOCIAL FACTORS IN JOB PLACEMENT AND COMMUNITY LIFE OF THE HANDICAPPED, AS SEEN IN TWO INDUSTRIAL PLANTS ON EASTERN LONG ISLAND

SOME SOCIAL FACTORS IN JOB PLACEMENT AND COMMUNITY LIFE OF THE HANDICAPPED

AS SEEN IN TWO INDUSTRIAL PLANTS ON EASTERN LONG ISLAND

A Research Project Conducted Under the
Auspices of the Graduate Division of
Adelphi College

FIRST INTERIM REPORT
JUNE 15, 1956

ADELPHI COLLEGE
Garden City, New York
June 15, 1956

SOME SOCIAL FACTORS IN JOB PLACEMENT AND COMMUNITY LIFE OF THE HANDICAPPED

RESEARCH STAFF

E. Louise Ware, Ph.D., Sociology, Project Director
Else B. Kris, M.D., M.A., Sociology, Assistant Director
Joyce Cox, A.M., R.N., Nursing
May Desind, A.M., R.N., Nursing
Marvin L. Iverson, Ph.D., Psychology, Statistictics
Marjorie Jonas, M.S., Social Work
Richard Perlman, Ph.D., Economics

CONSULTANTS

Paul Schreiber, J.D.
Sophia M. Robison, Ph.D.
Richard Perlman, Ph.D.

ADVISORY COMMITTEE

Gordon Derner, Ph.D., Psychology
Louise Hamilton, M.S., Social Work
Else B. Kris, M.D., M.A. Sociology
Earl K. Peckham, Ed. D., Education
Margaret T. Shay, A.M., R.N., Dean of School of Nursing
E. Louise Ware, Ph.D., Sociology, Chairman
Mary C. McGrillies, Director of the Graduate Division, Ex officio
Francis K. Ballaine, A.B., A.M., Ph.D., Dean of the College, Ex officio
Paul Dawson Eddy, A.B., A.M., B.D., LL.D., President of the College, Ex officio

ADELPHI COLLEGE
Garden City, New York
June 15, 1956

CONTENTS

		Page
FOREWORD		1
	PART ONE	
CHAPTER I	Nature and Scope of the Project	5
CHAPTER II	Methods and Procedures	13
	PART TWO	
CHAPTER III	The Handicapped Worker in Industry	22
CHAPTER IV	Eastern Long Island; The Handicapped Worker in Long Island Industry	27
	PART THREE	
CHAPTER V	Some Overall General Data; Populations at Both Plants	32
	PART FOUR	
CHAPTER VI	General Data About the Abilities, Incorporated Plant	39
CHAPTER VII	Abilities, Incorporated, Population 1, Presently Employed	42
	1. Family Constellation	42
	2. Ecological Factors	48
	3. Social Stratification	55
	4. Group Factors	67
	5. Socio-Economic Factors	75
	6. Abilities, Population 1 Profiles	80
CHAPTER VIII	Abilities, Incorporated, Population 2, Formerly Employed and Not Retained, and Population 3, Formerly Employed Who Left for Work Elsewhere	83
CHAPTER IX	Population 4, Applicants at Abilities, Incorporated	92
	1. Family Constellation	92
	2. Ecological Factors	99
	3. Social Stratification	105
	4. Group Factors	117
	5. Socio-Economic Factors	122
	6. Abilities, Population 4, Profiles	127

CONTENTS

		Page
CHAPTER X	Comparison of Abilities, Population 1, Presently Employed with Population 4, Applicants - - - - - - - - - - - -	129
	PART FIVE	
CHAPTER XI	General Data About Fairchild Engine Division Plant - - - - - - - - - - -	141
CHAPTER XII	Fairchild: Population 1, Presently Employed - - - - - - - - - - - - - - -	144
	1. Family Constellation - - - - -	144
	2. Ecological Factors - - - - - -	149
	3. Social Stratification - - - - -	153
	4. Group Factors - - - - - - - - -	160
	5. Socio-Economic Factors - - - -	164
	6. Fairchild, Population 1, Profiles	168
CHAPTER XIII	Fairchild: Population 2, Formerly Employed Who Were Not Retained; Population 3, Formerly Employed Who Left to Make Other Arrangements - -	169
CHAPTER XIV	Fairchild, Population 4, Applicant - -	174
	PART SIX	
CHAPTER XV	Discussion of Findings; Some Further Plans - - - - - - - - - - - - - -	176
BIBLIOGRAPHY	- -	182
APPENDIX	- -	

FOREWORD

In the past few years great strides have been made with respect to the rehabilitation of the handicapped. A further encouragement to this development occurred in recent legislation calling for the expansion of programs to assist in this field.

Adelphi College has for some time been engaged in activities dealing with rehabilitation and mental health and has utilized various rehabilitation resources in the training of its student body. An expansion of this work was planned and operations were set under way to undertake research regarding the further needs of the handicapped and means of assisting them.

In April 1955, an application was made to the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare for a grant to help make such research possible. Favorable action was taken on June 2, 1955, and a grant[1]

---

1. The grant, effective June 15, 1955, was $20,320.00 on a required matching basis, the College to pay $11,272,00, one-third of the costs of the Project.

was made for the duration of a year and renewable for two additional years.[1]

The objective of the project as approved is to study "Some Social Factors in Job Placement and Community Life of the Handicapped". The specific aims of the Study are to throw further light on the status of handicapped persons in relation to job placement and opportunities, with a view to helping them to enjoy maximum satisfactions.

The Study has been in operation since June 15, 1955, and this is a report of the first year's findings. It is the belief that the project undertaken this year with respect to the populations connected with two industrial plants is but the first part of a study of even broader scope which it is hoped will set forth the wide spectrum of job life and opportunity in the various settings in which the handicapped of Long Island are located. The ultimate results will be available to others engaged in similar work throughout the country.

---

2. On May 29, 1956, a renewal grant was made for the duration of a year, to become effective on June 16, 1956.

The work of the year has been made pleasant and profitable by the cooperation of many persons who have given their time and services. It would not be possible to name all those who have been so much a part of the project; some of their names appear in the interviews at the end of the report. However, we should like to express our thanks in particular to the following: Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare, Washington, D.C.; Mr. D. H. Dabelstein, Assistant Director of the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare, Washington, D.C.; Mr. Adrian Levy, Regional Representative, Department of Health, Education, and Welfare, Regional Office, Region II, New York, New York; Mr. Karl Kaffenberger, Director of Vocational Rehabilitation, Department of Health, Education, and Welfare, Office of Vocational Rehabilitation, Albany, New York; Mr. Nelson A. Voorhees, District Supervisor, The State Education Department, Division of Vocational Rehabilitation, New York, New York; Mr. Henry Viscardi, Jr., President of Abilities, Incorporated; Mr. Maurice Janson, Abilities Coordinator on the Project; Mr. George F. Chapline, Vice President and General Manager of the Fairchild Engine and Airplane Corporation; Mr. Felix Gardner, Manpower Management Director, Fairchild Engine Division; and

Mr. Leo McLeod, Safety Engineer, Fairchild Engine Division.

Appreciation is also expressed to the directors and other personnel of the various rehabilitation centers and workshops for their valuable assistance. A word of warm thanks for their help goes to the following: Professor Albert S. Kelley, Chairman of the Art Department, and two of his students; the staff members of the School of Social Work, the School of Nursing, the Service Bureau, and the Treasurer's Office of the College; Miss Glenda Shaffir, Assistant in Research; Mrs. Eleanor Haub, Secretary to the President; Mrs. Helen Probst, Secretary to the President, for Development; Miss Electra Tsighis, Sociology Department Secretary; Mrs. Barbara Adams, Project Office Secretary; and Mrs. Helen George, Statistical Secretary.

PART ONE

CHAPTER I

NATURE AND SCOPE OF THE PROJECT

Nature of the Study

In recent years, the public has more and more come to take stock of the needs of the handicapped in our society. The older folkways of rejection of the crippled and accompanying frustration of all concerned are gradually giving way to a new and positive attitude in understanding and meeting the needs of the persons with physical impairment in gaining their rightful place in community life.

The sociological study which has been undertaken is an attempt to be of help in this great movement of recognition of the handicapped and the opening up of opportunity to them.

Definition of the Handicapped

As related to this study, the handicapped[1] are defined as those

---

1. Congenital or acquired.

persons who have a physical or emotional disability.[1]

Basic Assumptions Regarding the Handicapped

In approaching a study of this sort, there are certain basic assumptions which are inherent in any consideration of the handicapped. These are:

1. The handicapped person is primarily a person, and secondarily, a person with a handicap. The fact of his impairment should in no way obscure the cardinal principle.

2. It is believed that all people in our society have a right to a place of dignity.

3. The handicapped person, as one of these persons has an entitlement to productive work, to the training necessary to the doing of this work and to a work setting which affords him a certain contentment in his job life.

4. Work conditions and situations influence the other areas of social living.

---

1. Kinds of handicapping conditions included in the study are: amputation, arterio-sclerosis, arthritis, Buerger's Disease, cardiac, cerebral palsy, circulatory disease, congenital deformities, diabetes, deafness, deformed limb (not congenital), dwarfism, Erb's Paralysis, epilepsy, hernia, Hodgkin's Disease, joint disease, muscular dystrophy, multiple-sclerosis, nervous and mental, osteomyelitis, overage, paralysis, paraplegia, Parkinson's Disease, post-poliomyelitis, rheumatoid arthritis, speech defect, TB arrested, ulcer, visual impairment, post adrenalectomy, post pneumonectomy, tracheotomy, ankylosis.

5. The factor of handicap makes a differential in the life experiences and needs to be accepted and recognized by the individual who has some impairment.

6. Within the limits of his handicap each person has his own potential level of achievement.

7. It is possible for all handicapped persons to enjoy the benefits of a richly productive life, the extent of productivity depending upon the degree of handicap, cultural and social factors, and opportunities for job placement and community life.

Present Conception of Rehabilitation

At the present time there exists a continuum in the rehabilitation of the persons who have impairment — a continuum which consists of medical evaluation, treatment, and training or retraining; experiences in sheltered workshops; work in special shops; and work in open competitive industry. For all those whose disability permits, it is commonly agreed that open industry is the ultimate goal. It is well-known, however, that many persons have physical and related disabilities so extensive that they cannot meet the conditions in open industry. They can, however, be of useful service in a rehabilitation center or workshop. Each of the parts of the continuum is under review for the role that it plays in helping the worker toward his objective of gainful employment in open industry.

Do the limitations which he has in ambulation, in communication, or in performance of his tasks cast a spell of difference over him so that he feels himself socially inferior or an out-grouper; or is he accepted for what he is — a worker — no attention paid to his impairment? Does he take part in the social life of his plant, and when he arrives home after the day's work, does he have the same or similar opportunities for home and community life as the person not handicapped, or is he shut off from doing the things he would like to do because of his handicap? Is his social life different at the two plants? These were some of the questions with which the study was approached.

PROJECT PLAN

The research design provides for a sociological study of handicapped individuals in the two plants ABILITIES, INCORPORATED and FAIRCHILD ENGINE DIVISION; the Study at each plant to take account of:

1. Those who are presently employed.
2. Those who were hired but were discharged as not competent.
3. Those former employees who are in positions elsewhere.
4. Those who made application and have not yet been employed.

The specific aims of the project are:

1. To throw further light upon the status of handicapped persons presently under active employment in two given plants with respect to (a) medical history, training, kinds of jobs, work conditions, skills used and potential skills, opportunities for learning; (b) any changes in the status and way of life of these persons as a result of this vocational placement and opportunity.

2. To consider how an experience in a plant with none but handicapped persons employed may assist the employees in later placement in an organization where both handicapped and non-handicapped are working.

3. To study the cases of persons hired and discharged with a view to possible additional training and counseling to assist them.

4. To study the cases of handicapped applicants who were rejected, to determine reasons for their rejection, such as unemployability because of a given handicap, attitudes, etc.

5. To be of possible assistance to the employer in the engaging and using of handicapped persons.

Concerning the significance of the research, it is believed that such a study may be of value in the following ways:

1. Supply additional information on the work of handicapped individuals employed in occupations in the open competitive market.

2. Give further information on the correlation between occupation and feelings of social adequacy.

3. Give further information regarding the handicapped persons rejected from employment or discharged, and reasons for their failure.

4. Supply data which might further the realization of the potentials of persons who are handicapped.

5. Supply information that will enable handicapped persons to enjoy to the full their place of dignity in productive work and in the life of the community.

In the broad outcome it is believed that: (1) the Study may reveal some new techniques in the approach to the handicapped worker and to the training for his vocation; (2) the findings can be utilized in broad plans for vocational rehabilitation training; (3) the design can be used by any research group in any part of the country; (4) the results may help the handicapped to new enjoyments.

Sociological Frame of Reference

In setting up the research design, it was arranged that data to be obtained would be clustered into a sociological frame of reference.

The chief clusters would be the following:

1. Family Constellation factors — the age, sex, birthplace, and marital status of the worker, the members in his household and any extension of the family circle outside the home.

2. Ecological factors — his life in the community — factors which indicate his rootedness or non-rootedness, the changes in residence and the possible effects upon the individual in his feelings of belonging.

3. Social Stratification factors — the status ascribed to him in his job life, in his home life and in the community; conjecture regarding his own personal feelings of prestige.

4. Group Identification factors — those expressions of interpersonal relationships which indicate his tendency for companionship with others.

5. Socio-economic factors — his job skills; the calls upon his income; his chances and the outlook for mobility in status.

Taking the total of these five clustered aspects in his life, the estimate is made of what the total configuration may mean in terms of socialization of the individual.

In the field of rehabilitation, Adelphi College has undertaken to take account of the total continuum and to consider the meaning and place of the several parts. As its first focus of the operation, two industrial plants were selected — one in which the company has a policy of employing only workers with some handicapping condition. This is ABILITIES, INCORPORATED, 59 Hempstead Gardens Drive, West Hempstead, New York. In the second plant there are some handicapped workers in the general force of non-handicapped workers. This plant is the FAIRCHILD ENGINE DIVISION OF THE FAIRCHILD ENGINE AND AIRPLANE CORPORATION, Deer Park, Long Island, New York. In considering the two plants certain questions have been raised. In a setting almost exclusively composed of handicapped workers, what is life like on the job, at home, and in the community? Does the work in a plant where there are none but handicapped tend to cause those workers to feel that they are set apart, or is the position a more comfortable one because of the common problem of handicap which other workers share? What is the place of this type of plant in the continuum of process of vocational and social rehabilitation?

Likewise, what is the position of the handicapped worker in a plant where he is employed alongside the non-impaired worker?

CHAPTER II

METHODS AND PROCEDURES

METHODS

Emphasis in method was placed upon the team approach.

Two interdisciplinary committees were set up:

1. An interdisciplinary advisory committee of the Project comprised of one faculty representative each from Education, Nursing, Psychology, Social Work and Sociology. This committee has helped to shape the policies and review all activities. The committee has met regularly throughout the year.

2. An interdisciplinary research staff committee comprised of members representing Economics, Education, Nursing, Psychology, Social Work and Sociology. This research staff has been responsible for structuring the procedures and for putting them into operation. The members did all the interviewing at the two plants and to a major extent the interviewing at the homes of the former applicants. Their efforts in interviewing in the home were supplemented by the services of graduate students from Sociology and Social Work; the services of a few undergraduate students were used in interviewing the general population in two neighborhoods in Hempstead.

From the viewpoint of their respective disciplines the research staff members have made specific contributions at given times; for example, the member from the Department of Economics assumed

responsibility for obtaining general data regarding the two industrial plants and other general economic facts; a staff member of The School of Nursing took the responsibility for obtaining data about the medical facilities of the two plants; the staff member from the Department of Psychology was helpful in setting up the coding system to be used, etc.; the many contributions of the staff member from The School of Social Work included assistance with information of a medical social nature, etc. The interrelationship of the several professional fields was implemented through staff discussions and use of the tape recorder. The staff began operations on June 15, 1955 and immediately after that contacts were made with the first of the two plants, ABILITIES, INCORPORATED. As the work proceeded, conferences were held on several occasions at the College with personnel from ABILITIES, INCORPORATED and from other settings. Periodically, the research staff members and the Advisory Committee, respectively, reviewed the progress.

For purposes of orientation and interpretation, the staff members have attended conferences and have participated in meetings held on the subject of rehabilitation. They have also made a special point of visitation to workshops.

PROCEDURE

Contacts were made with several industrial plants and with the New York State Division of Vocational Rehabilitation, regional and local offices. One plant, though expressing interest, felt that a study was contraindicated at this time because of possible tension in the personnel situation. Another plant preferred to postpone cooperation until a future date. The plant finally selected was FAIRCHILD ENGINE DIVISION OF THE FAIRCHILD ENGINE AND AIRPLANE CORPORATION.

To implement the points planned in the design, a schedule of social items was set up (see appendix for copy of schedule); this schedule was used at each of the plants for all populations covered in the Study.[1]

---

1. In reviewing the schedules, it is seen that certain questions could have been restructured to advantage (such as items on ages of own children).

Supplementary schedules were set up for the differential populations. A coding system was worked out for recording interviews and tabulations were done by I.B.M. Meanwhile, the Research Staff and the Advisory Committee members attended a rehabilitation institute conducted under the auspices of the School of Social Work of Adelphi College early in July 1955 and became acquainted with a number of visitors engaged in work in the field of rehabilitation, with whom valuable contacts were later made.

Procedures at Abilities, Incorporated

The following procedures were used at Abilities:

1. In June, 1955, contacts were made with Mr. Henry Viscardi, Jr., President of Abilities, Incorporated; he gave warm support to the project. He named as his coordinator, Mr. Maurice Janson, a member of the staff at Abilities.

2. Several conferences were held at the plant with members of the Research Staff and Advisory Committee with Mr. Viscardi, Mr. Janson and other members of the staff.

3. Mr. Viscardi made available data from company records, and the Research Staff made autostat copies of the materials (all names were deleted and code numbers were

given). These data were kept in confidential files. Later, the medical histories of the presently employed were rechecked at the plant from medical records.

4. Interviews: interviews with presently employed at Abilities were conducted during the month of October, 1955.

Prior to the interviewing of presently employed, Mr. Viscardi and staff informed the interviewees individually of the nature of the project. They were assured of privacy and it was explained that their names would not be used. Almost uniformly they showed willingness to cooperate; some expressed relief when the interviewing was completed.

The Company has a policy of not removing workers from their posts for interviewing during the working day. The possibility of interviews at home was discussed. In conference with company staff it was agreed, however, that the w might feel more comfortable being interviewed at th hence this method was used.

At the bench, the interviewer in some instances ers the worker; in other cases, he was seated. To nnel vacy, the interviewer's back was turned to th nter- superior

alongside. An interviewing board with schedules attached was used. It was felt by the Research Staff that the procedure of interviewing at the bench is contraindicated — the setting is conducive to tension and not as productive as interviews under more relaxed circumstances. It is to be kept in mind, however, that in the quarters at the present plant there is limited space for private interviewing rooms. In the new plant more adequate facilities will be available.

Interviews with the other populations at Abilities were conducted at the homes of these persons. These interviews were preceded by a letter explaining the nature of the study; a telephone call followed to make the appointment. In the home setting, the interviewer felt more relaxed and found, in most cases, a less constrained attitude on the part of the interviewee; in a few other instances, the interviewee was tense.

5. Weekly conferences were held between the Project Direc
and the Coordinator of Abilities, Incorporated. In t
way there was a continuous working relationship. ers
nnel
nter-
superior

Procedures at Fairchild Engine Division

The contact at Fairchild was made by telephone with Mr. George F. Chapline, Vice President and General Manager of Fairchild by Dr. Paul Dawson Eddy, President of Adelphi College, in conference with the Project Director. Mr. Chapline readily assented to the plan and gave certain information regarding the particular personnel at his plant who might participate in the Study. The procedure was then as follows:

1. Contact was made with Mr. Felix Gardner, Manpower Management Director, and later with Mr. Leo McLeod, Safety Engineer.

2. Mr. Gardner and Mr. McLeod made a selection of office personnel and took considerable pains to acquaint the workers who were to be interviewed with the nature of the project. Privacy was assured, including deletion of names. These workers expressed willingness to cooperate.

3. Interviews: interviews with the presently employed were conducted by Research Staff members in private interviewing rooms in the personnel office. The interviewers thought that interviewing in this setting had advantages superior

to interviewing at the work bench — employees appeared more comfortable in this setting.

An interview was held by a Project Staff member in the home of one applicant. Here the interviewer found the applicant relaxed.

Data on the others was obtained from personnel staff.

4. Conferences were held between members of the Research Staff and the Manpower Management Director and Safety Engineer on several occasions.

The interviewing took place between December 15, 1955 and February 15, 1956.

Other Procedures

1. To test the findings of interviews with the handicapped workers with findings from the general population, a community study was conducted in the Village of Hempstead. A schedule was used. Data from the presently employed and applicants of the Abilities plant who live in Hempstead were compared with data obtained from interviews with general population in two neighborhoods in which employees live (to safeguard the privacy of the worker

the item of handicap was not included in the Hempstead schedule, and no reference was made to any worker). For this part, graduate students and advanced undergraduate students from seminars gave their services.[1]

2. A related sub-study was conducted by a graduate student who wrote a Master's Thesis in Sociology on the subject, "Community Leaders and the Handicapped".[2]

Collating and Analyzing of the Data

The findings from the two plants were collated by use of I.B.M. The Research Staff (complemented by the Advisory Committee) analyzed the data, a draft of the report was drawn up and submitted to Abilities, Incorporated, and to Fairchild Engine Division.

The final report was then completed.

---

1. The returns from the Hempstead Study are in the Project Office file. In the present report comparison of data with findings from the employees at Abilities is not included.

2. Thesis, Community Leaders and the Handicapped: A Study of the Points-of-View of Certain Leaders in a Long Island Community Regarding Handicapped Adults - Their Status and Rehabilitation, submitted by Miss Glenda Shaffir, June 7, 1956 is available in the Graduate Division of the College.

PART TWO

CHAPTER III

THE HANDICAPPED WORKER IN INDUSTRY

In earlier days, most persons with physical handicaps found it difficult and sometimes impossible to find employment in industry. Even with special skills and with demonstrated ability in the use of the particular machines involved, there was still some problem in convincing the employer that he could engage this workman profitably.

The point of view of employers fell into two main categories:

1. The fear that the handicapped person might get hurt; and fear that the handicapped might be likely to suffer a second injury for which the company might be held liable.

2. The misgiving that the handicapped employee would not be sufficiently productive.

Here and there however, an employer yielded to his own impulses or to the pleas of some vocational counselor and put the impaired worker to work at the bench or in the offices. In World War II there was such need for workers that handicapped workers who had the required skills were increasingly in demand. Thus inroads were made in the seemingly impenetrable barriers to job placement for the handicapped.

Since World War II however, the matter has more and more been taking a different turn. The new impetus came partly from the fact that the war gave practical experience in employing handicapped people, partly because the public urged a job for the disabled veteran, partly from the efforts of the devoted leaders in the various societies for the handicapped, and last but not least, because of increased confidence and motivation of the handicapped themselves in seeking jobs.

Rehabilitation today encourages the employment of the worker in open competitive industry, and new avenues are constantly being opened up to him.

Granted that he has sufficient mastery of his handicap and the required skills, it has been demonstrated that the quantity of production equals that of any worker.[1] It has been found, too, that a quality job can be done.

---

1. One of the most comprehensive of these studies was the following:
The Performance of Physically Impaired Workers In Manufacturing Industries, A Report Prepared by the Bureau of Labor Statistics for the Veterans Administration, Rehabilitation Service Series Number 70, September 7, 1948.

Attendance

As far as attendance goes, studies have been made[1] showing that contrary to popular belief the attendance record of the handicapped is not very different from the record of the non-handicapped.[2]

Accidents

Regarding accidents, at least one major study has presented the point of view of many employers that the handicapped person is no more likely to incur injury to himself or others than the non-handicapped; and that, indeed, he may be more safety conscious.[3]

It has been estimated that there will be an increase in the number of handicapped in the next few decades. They attribute

---

1. One of the most comprehensive of these studies was the following:
The Performance of Physically Impaired Workers In Manufacturing Industries, A Report Prepared by the Bureau of Labor Statistics for the Veterans Administration, Rehabilitation Service Series Number 70, September 7, 1948.

2. Ibid.

3. Materials from the exhibit of the manufacturers shown at the Annual Meeting of the National Society for Crippled Children and Adults, 1955, Chicago; and other materials from numerous companies throughout the country.

the increase partly to the rise in number of hazardous occupations and partly to the rise in number of older persons with handicapping conditions in our society.

Firms differ in their practices regarding the impaired worker. Some companies in the United States have formulated a policy of employing the handicapped. Some firms will employ only those who can readily be put to work at a given machine or a given operation. Some make a practice of trying out the employee at a job he seems best suited to do. Other firms tailor the job to the type of handicap that the worker has to cope with.

The possibility of up-grading of the job varies with the company. Some make promotion possible and arrange an in-service training program toward that end. Other firms have not yet put into effect a policy of up-grading.

Along with other workers, the handicapped worker has the various fringe benefits (such as insurance, credit facilities, medical services) which are made available to all -- the kind and extent varying with the particular firm.

To quicken their activities and deepen their knowledge of what is involved, some companies have sent their personnel directors

and other staff members to take orientation courses in rehabilitation centers and workshops.

The National Association of Manufacturers[1] has gone on record with a policy of encouraging the employment of handicapped. Labor organizations also have expressed that they are in favor of job opportunities for handicapped workers.

Organized labor[2] has expressed itself as favorable to the hiring of the handicapped, and has formulated policies.

---

[1] The Association has made known its policies through various pamphlets.

[2] The American Federation of Labor and Congress of Industrial Organizations has set forth its principle in pamphlet form.

CHAPTER IV

SETTING: EASTERN LONG ISLAND; THE HANDICAPPED WORKER IN LONG ISLAND INDUSTRY

EASTERN LONG ISLAND — GENERAL

The local of the Study is Eastern Long Island in the State of New York. In this region a few decades ago, farming and fishing were leading occupations. Now, however, industry is fast-growing and taking an increasingly prominent place in the economic picture of the area. Partly attracted by suburban life and commuter conveniences and partly by the call of industry, the population of the two farthest Eastern counties of Long Island, Nassau and Suffolk, has swollen from a total of 948,894[1] in 1950 to an estimated 1,539,201[2] in January 1956. Nassau, the county where Abilities, Incorporated is

---

1. A report of the Seventeenth Decennial Census of the United States Census of Population: 1950, Volume I Number of Inhabitants, pp. 32-15 and 32-17, Washington, D.C.; U. S. Government Printing Office, 1952.

2. Estimated figures cited by Mr. Edward J. Donnelly, Industrial Director of The Long Island Association, from estimates made by the Long Island Lighting Company, January, 1956.

located, has grown from a population of 672,765 in 1950[1] to an estimated 1,087,118 in 1956 and Suffolk County where Fairchild Engine Division is located from 276,129 in 1950[2] to an estimated 458,083 in January 1956.

In Nassau County, there are now 25,000 establishments 1,000 of which are manufacturing industries, such as, apparel (145); non-electrical machinery (125); fabricated metals (115); and others. There are 24,000 non-manufacturing industries including wholesale and retail trades (12,750); construction (4,000); services (4,000); financial (1,500).

In Suffolk County, there are now 8,500 establishments. Among these, there are such manufacturing industries as apparel (90); food (60); and transportation (50). The number of non-manufacturing industries is 8,000. Among the leading non-manufacturing industries are construction (3,000); wholesale and retail trades (3,000).[3]

---

1. A report of the Seventeenth Decennial Census of the United States Census of Population: 1950, Volume I Number of Inhabitants, pp. 32-15 and 32-17, Washington, D.C.: U. S. Government Printing Office, 1952.
2. Ibid.
3. Figures supplied by Mr. Edward J. Donnelly, Industrial Director of The Long Island Association, May 8, 1956.

Many firms on Long Island are doing sub-contracting work for major producers having a prime government contract (Sperry Gyroscope Company, Grumman Aircraft Corporation, Republic Aviation Corporation).

Hempstead

The Town of Hempstead which includes the Village of Hempstead and West Hempstead, where Abilities, Incorporated is located, is an active trade center, a fact which has given it the name of the "Hub of Nassau County". Up until recent years it was principally a residential community; however, there are now many department stores, specialty shops and other forms of business and industry located there.[1]

In West Hempstead the site of the Abilities plant, business and industrial life runs to merchandising, other businesses, financial operations and several manufacturing plants.[2]

Deer Park

Deer Park, the site of the Fairchild Engine Division, is in the central part of Suffolk County, Long Island east of Farmingdale.

---

1. Long Island, The Sunrise Homeland, published by The Long Island Association, 1954, p. 91.
2. The site of the new Abilities plant will be located in Searingtown in Nassau County.

This is an area which is not yet highly industrialized nor densely settled.[1]

The Handicapped Worker in Long Island Industry

On Long Island, it is reported that many industries have opened their doors to the handicapped worker. In line with the present Study, an inquiry was made at various industries and these inquiries were supplemented by information from the local and regional offices of the Division of Vocational Rehabilitation of New York State.

A census of the handicapped in industry has not yet been taken in the industries of Long Island. One of the problems in obtaining such information is the fact that in some firms there has been no special mention of policy made regarding the hiring of handicapped. Another difficulty in obtaining a complete picture is the problem of definition. Some firms have indicated that they do not consider a person handicapped if he is able to carry out the job. Hence, they do not list him in a handicapped category. Some other firms have indicated reluctance to place a label of handicapped on the indi-

---

1. Long Island, The Sunrise Homeland, published by the Long Island Association, 1954, p. 91.

vidual, preferring to have him as far as possible become a member of the general work force. In other instances industry has not yet formulated a point of view and policy. In every instance where contacts were made with industry, the representatives of management indicated empathetic feeling toward the problem of the handicapped worker and it is understood that many of them have given a ready ear to the Division of Vocational Rehabilitation and to the New York State Employment Service personnel who have sought to help a counselee to obtain training and a job.[1]

In keeping with the general point of view of labor, representatives of labor on Long Island have expressed themselves as favorable to the handicapped worker, the point of view being that they are primarily workmen.[2]

---

1. Interview with Mr. William C. Spinelli, Supervisor, New York State Department of Education, Division of Vocational Rehabilitation, April 12, 1956.

2. Discussion by Mr. Emil Lindahl, President, Nassau-Suffolk C.I.O. Council, at the Rehabilitation Institute held at Adelphi College, July, 1955.

PART THREE

CHAPTER V

SOME OVERALL GENERAL DATA

In this chapter there is presented certain overall information regarding the total population studied. A breakdown of data on those interviewed at each plant including those interviewed and those not interviewed data regarding whom were supplied by the company will follow in Parts Four and Five. A general purpose table is in the appendix.

Total Population

TABLE I

Total Population

	Totals	Abilities, Inc. n = 427	Fairchild n= 29
Population I (Presently Employed)	188	164	24
Population 2 (Dismissed)	9	8	1
Population 3 (Resigned)	10	7	3
Population 4 (Applicants)	249	248	1
	456	427	29
Grand Total	456		

Age

TABLE 2

Age

	Abilities Inc.	Fairchild Engine Division	Grand Total By Age Groups
Under 21 years	14	0	14
21 to 25 years	44	2	46
26 to 35 years	119	11	130
36 to 45 years	94	9	103
46 to 55 years	77	4	81
56 to 65 years	63	3	66
Over 65 years	15	0	15
Data not recorded	1	0	1
	427	29	456

Sex and Marital Status

TABLE 3

Sex and Marital Status

	Abilities Inc.	Fairchild Engine Division	Grand Total Both Plants
Male			
Single	124	4	128
Married	196	23	219
Separated	7		7
Divorced	4		4
Widowed	6		6
Status not recorded	3		3
Female			
Single	38		38
Married	25	1	26
Separated	5		5
Divorced	6	1	7
Widowed	12		12
Status not recorded	1		1
	427	29	456

Types of Handicap

TABLE 4

Types of Handicap

	Abilities Inc.	Fairchild Engine Division	Totals
No disability	7	0	7
Amputation	49	4	53
Arterio-sclerosis	3	0	3
Arthritis	16	2	18
Buerger's disease	1	1	2
Cardiac	26	2	28
Cerebral palsy	26	0	26
Congenital malformation	5	0	5
Diabetes	2	0	2
Deafness	17	1	18
Deformed limb (not congenital)	3	0	3
Dwarfism	6	0	6
Erb's paralysis	4	0	4
Epilepsy	10	1	11
Hodgkin's disease	1	0	1
Multiple sclerosis	4	0	4
Nervous and mental	13	0	13
Osteomyelitis	6	1	7
Overage	16	0	16
Paralysis	35	1	36
Paraplegia	16	0	16
Parkinson's disease	2	0	2
Poliomyelitis (Post)	62	4	66
Rheumatoid arthritis	3	0	3
Speech defect	3	1	4
TB arrested	7	2	9
Ulcer	1	0	1
Visual impairment	24	6	30
Post adrenalectomy	1	0	1
Post pheumonectomy	1	0	1
Tracheotomy	1	0	1
Ankylosis	2	0	2
Unclassifiable	44	3	47
Data not recorded	10	0	10
	427	29	456
		Grand Total	456

Number With Multiple Handicaps

TABLE 5

Number With Multiple Handicaps

Number With Multiple Handicaps (primary handicap is listed first)	Abilities Inc.	Fairchild Engine Division	Totals
No multiple handicap	316	27	343
Orthopedic-vision	5	1	6
Orthopedic-hearing	1		1
Orthopedic-diabetic	3		3
Orthopedic-ulcer	1		1
Orthopedic-Buerger's disease	4		4
Orthopedic-epilepsy	1		1
Vision-hearing	4	1	5
Vision-cardiac	2		2
Vision-cerebral palsy	2		2
Hearing-mute	4		4
Hearing-Erb's paralysis	1		1
Hearing-speech	2		2
Epilepsy paralysis	3		3
Cerebral Palsy-speech	7		7
Ulcer-Polio	1		1
Other multiple handicaps	59		59
Data not recorded	11		11
	427	29	456

It is seen that 343 (75.2%) of the 456 persons do not have a multiple handicap. Of those who do have multiple handicaps, the largest number (59) reported show several combinations of impairment.

Military Record

TABLE 6

Military Record

	Abilities Inc.	Fairchild Engine Division	Totals
None	143	16	159
Army	58	8	66
Air Force	10	0	10
Navy	28	4	32
Army and Air Force	5	0	5
Reserve	1	0	1
National Guard	0	0	
Combination other than Army and Air Force	6	0	
Omitted or data not available	168	1	169
Marines	7	0	7
Coast Guard	1	0	1
	427	29	456

Transportation Using, or Would Use If Employed

TABLE 7

Transportation Using, or Would Use If Employed

	Abilities Inc.	Fairchild Engine Division	Totals
Long Island Railroad	15	0	15
Car pool or paid ride	41	4	45
Drive own car	123	24	147
Bus	60	0	60
Taxi	0	0	0
Walk	3	0	3
Brought by member of family	10	0	10
Omitted or data not available	114	0	114
Several or combination	23	0	23
Travel by car	30	1	31
Other	8	0	8
	427	29	456

Kinds of Jobs Represented and Number Unemployed

TABLE 8

Kinds of Jobs Represented and Number Unemployed

	Abilities Inc.	Fairchild Engine Division	Totals
Unemployed at present	29	2	31
Bench	70	1	71
Leadman	5	0	5
Foreman	6	0	6
Managerial	10	1	11
Clerical	26	2	28
Inspection	5	9	14
Warehouse	9	0	9
Other	23	13	36
Combination	8	0	8
Packaging	15	1	16
Data not available	221	0	221
	427	29	456

Number with Military Record; Length of Service and Highest Rank

TABLE 9

Number with Military Record; Length of Service and Highest Rank

	Abilities Inc.	Fairchild Engine Division	Totals
No military service	143	16	159
Less than 1 year-enlisted man	1	0	1
1 year to 3 years-enlisted man	37	2	39
3 years or more-enlisted man	28	2	30
Less than 1 year-non-commissioned officer	0	0	0
1 year to 3 years-non-commissioned officer	9	3	12
3 years or more-non-commissioned officer	25	2	27
Less than 1 year-commissiond officer	0	0	0
1 year to 3 years-commissioned officer	1	1	2
3 years or more-commisioned officer	2	1	3
Omitted or total not available	165	2	167
Unclassifiable	16	0	16
	427	29	456

Agencies Contacted

TABLE 10

Agencies Contacted

	Abilities Inc.	Fairchild Engine Division	Totals
None	54	11	65
Federal	17	3	20
State	56	1	57
Clinics	3	0	3
Welfare	2	0	2
Federal and State	9	0	9
Federal and Local	2	0	2
State and Local	28	1	29
Omitted or data not available	227	10	237
Other	9	1	10
Private	14	1	15
Combination	6	1	7
	427	29	456

How Felt About Applying at Abilities

TABLE 11

How Felt About Applying at Abilities

	Abilities, Inc.	Fairchild Engine	Total
Enthusiastic	71	1	72
Positive	59	4	63
Indifferent	12		12
Negative or rejection	9		9
Discouraged	8		8
Necessity	10		10
Unclassifiable, omitted or data not available	258	24	282
	427	29	456

PART FOUR

ABILITIES, INCORPORATED

CHAPTER VI

GENERAL DATA ABOUT THE PLANT

Abilities, Incorporated located at 59 Hempstead Gardens Drive, West Hempstead, Long Island, New York was established in 1952 under the leadership of its President, Mr. Henry Viscardi, Jr.[1]

The company is operated on a non-profit basis under a charter; there are no dividends and no corporation taxes.

The company produces electrical, electronic and mechanical equipment for aircraft and machinery firms, mainly large firms on Long Island, but also for firms elsewhere, on a sub-contracting

---

1. Its present officers include: Mr. Henry Viscardi Jr., President and Chairman of the Board of Directors; Mr. Orin Lehman, Vice-President; Mr. James P. Golden, Secretary; Mr. John F. Coffey, Treasurer. Dr. Robert R. Yanover is chairman of the Medical Advisory Committee.

basis.

At the time of the sampling in August, 1955 there were 164 workers, almost all of whom had some physical impairment.

The hiring is done from direct applications and an interview with a personnel worker in conference with a committee. (Services are terminated in the same way.) Special "job tailoring" is done to help workers with certain kinds of handicapping conditions. After a training period at the minimum of one dollar ($1.00) per hour wages are increased depending upon the services and productivity. In addition, workers receive various fringe benefits.

Evaluation is done periodically for promotion or wage increases.

The plant has an employment stabilizing policy of job shifting for maintaining employment during slack times.

The turnover, which is about 35% a year is in line with company policy which is to train workers for jobs elsewhere and to permit hiring of a backlog of applicants.

A 40 hour week, 8 hour day, is observed with morning and

afternoon breaks. There is a forty-five minute lunch period, and all have lunch at the same time.

A vacation of 2 weeks with full pay is given after one year's employment. For those employed less than a year, partial pay is given during that time. The plant closes for two weeks in the summer, for the vacation period.

Medical services are provided at all times. A physician is present one day a week regularly and on call; and an orthopedic consultant is present a half day each week and on call. The company has recently added the part-time services of a dentist. There is one nurse who gives first aid and certain treatments prescribed by the physician; and she also does health teaching.

Rest rooms are equipped so that everything is of wheel chair height, and special bars to provide a grip have been provided.

A medical examination is given to all workers shortly after employment, and periodic routine X-rays are done for workers with arrested TB.

CHAPTER V11

POPULATION 1, PRESENTLY EMPLOYED AT ABILITIES WHO WERE INTERVIEWED

The data regarding the Presently Employed are clustered in five sociological categories: family constellation, ecological factors, social stratification, group identification factors, and socio-economic factors.

1.

FAMILY CONSTELLATION

Sex and Marital Status; Age

TABLE 12

Sex and Marital Status; Age

	Total	Under 21	21-25	26-35	36-45	46-55	56-65	Over 65
MALE								
single	45	1	14	15	9	5	1	
married	70		5	21	12	16	13	3
separated	1					1		
widowed	1					1		
marital status omitted	1				1			
FEMALE								
single	11		1	3	6	1		
married	10				5	4	1	
separated	3			1	2			
divorced	3			2		1		
widowed	4				1	1	2	
marital status omitted	1			1				
TOTAL	150	1	20	43	36	30	17	3

FAMILY CONSTELLATION (continued)

In this group of 150, there are 119 males (79.3%) and 32 females (21.3%). Under age groups it is seen that 64 (46.6%) are under 35 years of age, 36 (24%) are between 36 to 45 years of age, and 50 (33.3%) are over 45 years of age. Of the 150 persons interviewed 45 (30%) are single; 80 persons — 70 males and 10 females (or a total of 53%) — are presently married. In addition, 2 males and 10 females have been separated, divorced, widowed. Thus the total of those who have been married is 93 (62%).

Extent of Handicap; Plans to Marry

It was seen that 14 (9%) of the 150 plan to marry, and that of these 14 several have an extensive impairment (for instance, 3 have involvement of both lower extremities, 1 has involvement of both lower and 1 upper extremity, and 2 have involvement of 1 upper extremity.

FAMILY CONSTELLATION (continued)

Sex and Marital Status; Duration of Handicap

TABLE 13

Sex and Marital Status; Duration of Handicap

	Total	Acquired last 2 years	From 2 to 5 yr.	From 5 to 10yr.	More than 10yr. not life	Congenital	Omitted or D.N.A.	Unclassifiable	No handicap
MALE									
single	45	2	1	3	19	13	7	1	1
married	70		20	12	23	3	7	2	1
separated	1					1			
widowed	1						1		
marital status omitted	1				1				
FEMALE									
single	11				10		1		
married	10			1	5	2	1		1
separated	3		1		2				
divorced	3				2		1		
widowed	4				1	1	2		
marital status omitted	1					1			
TOTAL	150	2	22	16	63	21	20	3	3

Date of marriage in relation to handicap is not structured in schedule; however, it is seen that 21 were married despite factor of congenital handicap.

Taking into account the 93 (62%) who have been married, past

FAMILY CONSTELLATION (continued)

Sex and Marital Status; Duration of Handicap (continued)

and present, and the 14 (9%) who plan to marry the total is 107; it is thus seen that nearly three-quarters of the presently employed who were interviewed have been or expect to be married. 7 report that they do not plan to marry.

Persons in Household; Number of Persons in Household Other Than Self

In 12 instances there is no other person in household. In 63 (42%) of the households reported, there is only the nuclear family (spouse and own children, if any). In 6 other households the nuclear family circle as reported is extended to include one or both parents.

33 (22%) reported living in a home with one or both parents or with parents and siblings. Thus one finds 102 (61.3%), a large majority, living in a nuclear or extended family circle.

With the largest number (41) reporting that there is 1 other person in the home, next largest (37) reporting 2 persons, and third largest reporting 3 persons — 112 in all — it is seen that the size of the family constellation, or primary group then, tends to be small affording a setting for interpersonal relationships.

FAMILY CONSTELLATION (continued)

Ages of Own Children at Home; Children Outside of Home

89 (59.3%) report that they do not have any children at home. 66 report that they have children. (42 or 45.7% report that they have children at home, ranging in age from under 2 years to 18 years of age and over. 24 report that they have children outside the home). It is seen, therefore, that 66 (44% of the 150 interviewed) reporting that they have children, have the status acquired by child bearing.

Handicapped Persons in Home

The number not recorded in this category is high. It is of interest however, to note that in the case of the 63 (42%) reporting there is no other handicapped person in household. 7 persons report that there is a handicapped spouse in home.

Summary

From the findings it is believed that a dominant emphasis seen in the majority of the presently employed workers is the family circle. Nearly three-quarters of these workers are married persons and findings show that many of these indicate that they are family centered. Hence, it is seen that they experience

FAMILY CONSTELLATION (continued)

Summary (continued)

basic interpersonal relationships through the primary group of family, and that the weight of this factor is very strong in relation to all other ties and connections. The size of the household tends to be small -- the majority of households having not more than 4 persons (including the handicapped) hence, there is the implication of intimate primary group association in a small group -- whatever the atmosphere may be regarding acceptance, rejection, or ambivalence.

2.

ECOLOGICAL FACTORS

One is seeking here the factors which indicate a sense of belonging, the degree of rootedness which may be present and the degree of mobility that is either present or potential in the situation of these handicapped employees.

In Marital Status it has been noted that there is a high percentage of those who have been married among these workers, and that of those not yet married there are 14 who plan marital status. Thus, nearly three-fourths of these employees have had or now have the prospect of a basic experience in belonging. It has been seen also that 45 are single and that 7 of the single report that they do not plan to marry.

Employees' Birthplace

TABLE 14

Employees' Birthplace

Suffolk	1
Nassau	9
New York City	86
United States (Elsewhere)	31
Other Country	19
Unclassifiable or data not available	4
TOTAL	150

With the data almost completely reported (146), the group is predominantly native born (127). Since three-fourths of the 19 foreign born have been in the United States more than 10

ECOLOGICAL FACTORS (continued)

years, one can assume that the members of the employee group as a whole have a sense of belonging or identification with America and with metropolitan New York (96 out of 127). Returns from 146 of the 150 employees indicate that they are United States citizens.

Parents' Birthplace

TABLE 15

Parents' Birthplace

Long Island or New York City, both parents	44
United States other than New York City or Long Island, both pafents	19
Other Country, both parents	52
1 parent Long Island or New York City; 1 parent in United States	4
1 parent Long Island or New York City; 1 in another country	11
1 parent in United States (outside area) 1 parent in another country	4
United States no locale indicated, both parents	6
Unclassifiable or data not available	10
TOTAL	150

It is seen that the parents of 73 (48.7%) were born in the United States. The parents of 52 (34.6%) were born in another country; in addition, 67 employees report that one of these parents was born in another country — a total of 119 (79.3%) with one or both parents born outside the United States. Hence

ECOLOGICAL FACTORS (continued)

the majority of these employees though native-born are in the acculturation process. These acculturation factors are common to many persons in the metropolitan area. What values and attitudes regarding the handicapped were brought to bear by old world parents? Did the handicapped worker have a double handicap of physical impairment and cultural disparity to meet? How much disparity, if any, does he feel now?

Name of Present Community

TABLE 16

Name of Present Community

Suffolk County	7
Nassau County	82
Queens County	39
Brooklyn	15
Manhattan	2
Bronx	3
Omitted or data not available	2
TOTAL	150

More than half (82 out of 150) are residents of Nassau and about one-fourth are residents of Queens.

Distance of work from home ranges from a few blocks away in Hempstead to the farthest point in the Bronx, approximately 25 miles away. The problem of the commuter is a common one

ECOLOGICAL FACTORS (continued)

today with urban work — suburban dwelling. One wonders about the tax upon the physical energies of the handicapped worker who lives a long distance away. Does he drive alone?

Home Ownership or Tenancy

TABLE 17

Home Ownership or Tenancy

Own House	45
Rent House	16
Rent Apartment	28
Rent Room	9
Board	3
Lives with Parents	23
Lives with Grown Son or Daughter	4
Other arrangements	12
Omitted	10
TOTAL	150

45 employees (30%) report ownership of their homes, 16 (10.6%) report that they rent a house, 28 (18.6%) report that they rent an apartment and 3 report that they board.

Number of Changes in Residence in the Past 3 Years

Since more than half (83 of the 150) have had the same address for at least 3 years, and one-third have changed residence only once in that interval, there is seen a high degree of geographic stability.

ECOLOGICAL FACTORS (continued)

Kind of Changes in Residence

It was seen that 83 of the 150 report no change in residence. 57 reported change in residence as follows:

Suburban to Suburban (20) - Borough to Borough (17) - City to Suburb (9) - Out of Town to New York City (3) - Other (8).

Reason for Last Change in Residence

In the past three years at least 8 of the 150 employees indicate that they have purchased their home, showing thus some implication for approach to rootedness. (With more complete returns the number might be higher). The other removals reported were mainly a matter of convenience in living arrangements.

Number of Jobs Held in 5 Years Before Present Employer

With data available for 136, it appears that 21 (14%) had held no job within the past 5 years. 63 (42%) had held only one previous job. The maximum number of previous jobs, 4, was reported by only 4 persons. 22 experienced a considerable amount of mobility (18 held 3 jobs; 4 held 4 jobs) in occupation — a factor tending to detract from rootedness.

ECOLOGICAL FACTORS (continued)

Expect to Stay Permanently With Present Employer

It appears that 86 (57.3%) of the 150 employees interviewed plan to stay with the present company and that 26 others (17.3%) give a qualified yes. Total yes is 112 (74.7%). Hence it may be concluded that 74.7% show a possibility of permanence - a factor with an implication of rootedness in industrial life, hence a potential for rootedness also in the community setting. On the other hand 16 employees indicate that they do not expect to and 13 put an "if clause" to remaining permanently (29 in all or 19.3%). (This expression of potential job mobility is in harmony with the company policy of turnover of employees trained for other work).

Plans For Employment Elsewhere

With data not recorded on 73 there are replies on 77. Of those reporting, 19 indicated that they plan to have their own independent business; while 13 others plan to seek a job in another industry; hence at least 32 (21.3%) will seek new roots.

Transportation

More than half, 76 drive their own cars and another 36 others

ECOLOGICAL FACTORS (continued)

come to work in a car pool. The others report use of various means, bus (14) transportation by a family member (8) use a variety of methods of travel (12) - one walks to work.

Summary

Looking over the findings, it is seen that there is a considerable amount of potential for rootedness, and a considerable amount of achieved rootedness. A majority of the 150 persons interviewed show stability of residence. A majority plan to remain permanently on the present job. It is hypothesized that these handicapped workers feel they belong in both neighborhood and job.

3.

SOCIAL STRATIFICATION: STATUS FACTORS

In this category are clustered those items which tend to give a feeling of status or prestige — factors which may give rise to a sense of personal worth.

Age

At one end of the scale are the young: Of these workers under 35 years of age, there are 64 with a lifetime ahead "being somebody" and getting somewhere with goals.

On the other hand, there are the older workers. At present there is a phenomenal reevaluation of the aging members taking place in our society — and that reevaluation has led to the opening up of greater job opportunities. Older workers, including those who are handicapped, are experiencing increased opportunities. Glancing at the figures, it is seen that 30 persons are in the age group of 46 to 55, 17 in the group 56 to 65, and 3 over 65 years of age; the total over 45 is 50 (33 1/3% of the 150). The fact that these persons have jobs and the prospect of some years of gainful work and are able to be self-sustaining must do a good deal to help them feel a positive sense of status.

SOCIAL STRATIFICATION (continued)

Sex and Marital Status

Under Family Constellation, it has been pointed out that 92 of these persons have been married, and that 14 others plan to marry (with the implication that they are personally acceptable); hence, a large number are able to feel the prestige which marriage or potential marriage can give.

Extent of Handicap and Kind

The question of body image in relation to status is always one which involves subjective analysis; how one views one's constitution and how others value one's appearance are important factors in the life of the average person. The person's handicap, itself, can often be mastered and the distorted body image ignored or accepted; especially is this true when status may be forth-coming from other satisfactions. Some types of handicaps bring greater strain in social acceptance; depending upon the dgree of handicap for instance, the general public has more difficulties in acceptance of grimacing and random movements of the Cerebral Palsy handicapped than of mild limping resulting from a post-polio residual paralysis.

SOCIAL STRATIFICATION (continued)

Kind of Handicap; Part of Body Affected

TABLE 18

Kind of Handicap; Part of Body Affected

Kind of Handicap	Total Employ.	Hands	Limbs: Lower only one	Lower only both	Upper only one	Upper only both	Upper lower	Sense organs	Other, not reporte
Amputation	19	1	7	2	2		3		4
Cerebral Palsy	9		1	1			1		6
Paraplegia	11			11					
Paralysis	7		1	2		4			
Poliomye-litis (post)	38	4	2	25	1		6		
Deafness	8							8	
Visual im-pairment	8							8	
All others	50								50
TOTAL	150	5	11	41	3	4	10	16	60

Ages of Own Children

66 of the 150 have reported having their own children, hence, have status as parents (see Family Constellation category for details).

SOCIAL STRATIFICATION (continued)

Length of Time in Hospital

Length of hospitalization not reported is 56. Length of hospitalization reported is 94 (No hospitalization - 15, Less than 6 months - 15). Almost 2/3 (94 cases) show a range in period of hospitalization extending from less than 6 months (15) to 10 years or more (2). The median was two years. In a long period of hospitalization, there is often a dependency situation which is present, even with the most modern therapeutic care. It is interesting that so many of these employees who had found it necessary to spend so long a time in the hospital nevertheless retained or developed motivation for self-support — an indicator of feeling of status or self worth.

Physical Aids Used

TABLE 19

Physical Aids Used	
None	24
Wheel Chair	6
Crutches or crutch	9
Cane	9
Braces	4
Artificial limb or hook	7
Chair, braces and crutches	9
Artificial limb and cane	1
Other combination or device	26
Insufficient data or not recorded	55
	150

SOCIAL STRATIFICATION (continued)

With respect to the status feelings, physical aids can be considered in two ways: as devices which draw attention, sometimes unfavorable to the handicapped — the other as aids to ambulation, manipulation of materials, mastery of impedimenta; when this latter is the case, a sense of adequacy of status is increased. The public is more or less responsive to the skills used in mastery of the situation and in general tends to reduce its devaluation in relation to the mastery of the handicapping conditions.

Among the 95 for whom the data were reported, $\frac{1}{4}$ (24) said they used no physical aids. Another $\frac{1}{4}$ (26) reported a combination of devices. The remainder use wheelchairs, crutches, braces, and artificial limbs as the case may be.

It is noteworthy that less than half (71) reported the use of some physical aid; the most frequently used aid was a wheelchair with or without braces and crutches, (15) and about equal numbers reported only crutches (9) or various protheses (8).

SOCIAL STRATIFICATION (continued)

Education

TABLE 20

Education

Highest grade of school attended		
Grammar School		40
6 years	10	
8th grade	12	
completed	18	
High School		73
non-grad.	32	
graduate	41	
College		17
non-grad.	15	
graduate	2	
Insufficient data or not reported		20

Nearly half of these workers have had some high school education. A number of others have had some college, hence there is probably some feeling of a positive nature in educational status.

How Felt About Applying For Present Job

TABLE 21

How Felt About Applying For Present Job

Enthusiastic	54
Positive	39
Discouraged	6
Necessity	8
	107 (71.3%)

SOCIAL STRATIFICATION (continued)

A negative feeling or rejection of the idea was expressed by 6. (Other replies were unclassifiable, omitted or a combination). That the opening up of this socio-economic opportunity meant a great deal to the persons interviewed was quite obvious as shown in the above figures.

Transportation

TABLE 22

Transportation	
Car pool	36
Drive own car	76
Bus	14
Walk	1
Brought by members of family	8
Several or combinations	12
Travel by car	3
	150

Ownership of a car brings a feeling of status to many people. Driving a car too, has some implication of status for the operator of the vehicle; this is felt particularly in suburban life — a location where many of these handicapped employees reside. It is seen that 76 (50.7%) own their car and drive it and that 8 are brought by members of the family (a status-positive indicator). There may be some devaluation because of the fact of being transported because of disability

SOCIAL STRATIFICATION (continued)

(the presence of a family member who is needed to assist can in itself be status-giving or status detracting). 36 (24%) others are transported by car pool. Here the status elements are: paying one's own way; small group identification, and group membership as a passenger, impact twice daily. 12 persons use several modes. Here preoccupation with mastering the inconvenience of travel possibly outweighs any status elements.

Plans for Special Training or Education

TABLE 23

Plans for Special Training or Education

Total Number 150

Not reported			83
Reported			67
No plans		34	
Some plans		33	
Business Admin.	6		
Clerical	2		
Accounting	2		
Trade	11		
Other	12		

This item was not well reported; in more than half (83) of the interviews the data were not obtained. 34 (22.7% of the 150) who replied said they had no plans. Among the 33 (22% of the

SOCIAL STRATIFICATION (continued)

150) who specified their plans, trade training predominates (11). 6 planned further training in Business Administration.

Military Record and Status

It is noted that 98 persons reported no military record. Of those who were in the service the largest number (13) were in the Army, next largest Navy (10). In the highest rank 11 were enlisted from 1 to 3 years, 14 from 3 to 4 years, 8 from more than 3 years. None of these persons reported being commissioned officers.

Length of Unemployment Immediately Prior to Present Employment

25 of the 150 reported no unemployment. 86 reported that they had been out of work immediately prior to the present employment. Of those previously out of work the period of unemployment extended from less than six months to lifetime; the largest number (60), however reported that they had been out of work from six months to more than five years — a situation bespeaking the possibility of much frustration.

Home Ownership

Replies are recorded from 140 of the 150. Of those reporting employees 45 (30%) indicate that they own their house. Home owner-

SOCIAL STRATIFICATION (continued)

ship is one of the criteria of "keeping up with the Joneses" in suburban society where the larger number of these particular employees live. For many persons the problem of worries experienced over inability to keep up the payments is secondary to the status that comes with having one's own house and presenting a facade to neighbors. 16 (10.7%) rent a house; 28 (18.7%) rent an apartment; 23 (15.3%) live with parents; 4 with grown son or daughter (all other, 34).

Reason for Last Change in Address

83 persons indicate no change in address in the past three years, hence may have felt more or less established in status.

The fact that 8 employees have purchased their house in the past 3 years indicates possible mobility upward in status for these persons.

Also it is of interest that 2 employees indicate removal to larger quarters—thus affording additional opportunity to increase the feeling of being "somebody" in a status-giving sense.

Type of Present Job

With respect to status the managerial (8) and supervisory jobs

SOCIAL STRATIFICATION (continued)

(15) are doubtless valued by many as most important. These two categories account for approximately 15% of the total. As would be expected from the nature of the operation, bench jobs are held by 64, a little more than 40%. Clerical jobs are held by 19 (12.7%). Of all other types there are 43 reported, and on 1, data are not recorded. Presumably some of the jobs require less skill, i.e. packaging (15), warehouse (9).

Handicapped Person in Household

There is absence of other handicapped persons in the house in the case of at least 63 persons. This may be a status-plus factor in the sense that other members who are this person's surrogates in the community are unimpaired; however, it is possible that more attention could have been drawn to the handicapped person in a detracting sense because of the uniqueness of his position in the household (a qualitative study of the position and roles would be necessary to generalize on this point). 7 members reported a handicapped spouse.

Reason for Agency Contact

35 reported no agency contact. Of the 96 who reported contact, 23 indicated they had made the contact to obtain funds, and for

SOCIAL STRATIFICATION (continued)

physical aids and special medical treatment; other replies (73); data not recorded (19).

Summary

Chief detracting experiences have been the following: the physical impairment — a serious problem in the case of many; unemployment prior to present job (86); discouragement on the part of some. In spite of these factors, however, certain sustaining forces have been at work — the meaning varying with individuals: close family circle; motivation for job; use of physical aids to minimize the disability; education through part of high school or beyond (90); presence of opportunities to further their training; prestige of military service (37); home ownership (45); type of job with status elements (supervisory 23); the fact of having a job after unemployment (86);. of having a job which has been held from 1 to 5 years (105); hopeful outlook for mobility upward in job (32); learning new job skills following handicap (80), pleasure at prospect of this job (93); in material aspects the possession of a car for convenience as well as pleasure and satisfaction in mastery of handicap enough to drive it (76). Among the outstanding positive experiences has been the holding of a job that they could count upon with some degree of permanence.

4.

GROUP FACTORS

It has been a long-confirmed fact that identification with the group and the enjoyment of group approval are prime factors in socialization. What group connections do these handicapped employees have? Under the category of family constellation it has been noted that this population shows a main reliance upon the primary group of the family. It has been seen that the size of the family group in which these handicapped persons are living tends to be small, from 2 to 5 persons, (including the handicapped member). It has been noted that the largest number of persons (41) show a group membership of 2 persons, the next largest (37) show a group membership of 3 persons, and third largest (34) show a group membership of 4 persons.

It is also recalled that 12 persons reported that they had no other persons in the household, hence no primary group is present.

GROUP FACTORS (continued)

Type of Handicap; How Many Close Friends

TABLE 24

Type of Handicap; How Many Close Friends

	Total	None	Very Few	A Few	Many	Unclass-ifiable	Omit-ted
Amputation	19	2	2	5	7	2	1
Arthritis	5			2	2	1	
Cardiac	5		1	2			2
Cerebral palsy	9		1	3	3	1	1
Deafness	8			1	2	3	2
Paraplegia	11	1		4	4	2	
Poliomyelitis (Post)	38	4	5	7	13	8	1
Visual impairment	8	3	1	2		1	1
All others (see footnote 1)	47	8	4	15	15	5	0
Total	150	18	14	41	46	23	8

1. No disability (3), arterio-sclerosis (1), Buerger's disease (1), congenital deformities (2), dwarfism (3), Erb's paralysis (3), epilepsy (2), multiple sclerosis (1), osteomyelitis (1), overage (2), paralysis (7), rheumatoid arthritis (1), speech defect (1), TB arrested (3), ulcer (1), post adrenalectomy (1), post pneumonectomy (1), tracheotomy (1), ankylosis (1), unclassifiable; other (11).

GROUP FACTORS (continued)

How Long Known Close Friends

TABLE 25

How Long Known Close Friends	
Have no close friends	18
Since coming on present job	7
Since moving to present address	4
Since school days	8
For a long time	75
Since I can remember	6
Unclassifiable	10
Omitted	22
TOTAL	150

It is noted that 18 of the 150 report that they have no close friends. It appears that 75 (50%) have known their friends for a long time. 8 report "since school days" and 6 "since I can remember" (total of these two is 14). Adding these 14 to the 75 who have known their friends for a long time, this total is 89 (59.3%) who report long-standing interpersonal relationship outside family. 11 report making their close friends in more recent years.

GROUP FACTORS (continued)

How Got to Know Close Friends

TABLE 26

How Got to Know Close Friends	
Have no close friends	18
Associates from present job	6
Associates from previous job	4
Neighbors	35
School	9
Family and relatives	1
Clubs and organizations	6
Job and neighbors	8
School and neighbors	4
Other	16
Omitted	19
Combinations	24
TOTAL	150

Since 18 persons report that they have no close friends, heavy reliance is, therefore, probably placed upon other means of satisfactions — in the case of many, probably family centered relationships. How many are isolated?

Neighbors appear to be the most commonly found source of friendships, 35 got to know their friends this way and 4 others got to know their friends through a combination of school and neighbors and 8 through job and neighbors. Total in which neighbors have figured is 47 (31.3%). Hence one may hypothesize that

GROUP FACTORS (continued)

neighbors, particularly neighbors in a suburban community, are a potential resource for friendly interpersonal communications. It would be interesting to take note of the interests which neighbors have in common.

Number of Leisure-Time Activities with Others; Solitary

TABLE 27

Number of Leisure-Time Activities

	With Others	Solitary
None listed	44	15
1 activity	25	20
2 activities	18	43
3 activities	15	36
4 activities	18	21
5 activities	6	8
6 activities	4	5
7 activities	3	1
Unclassifiable	17	1
TOTAL	150	150

Thus one finds that no reply is listed for 44 (29.3%). At the same time 89 (59.3%) report one to seven activities engaged in with others; the largest single category is 25 (16.7%) engaging in 1 activity with others. 57 (38%) lead a rather diversified life of activities with others. It is noted that 134 of the 150 indicate that they spend some time in leisure-time activities of a solitary nature.

GROUP FACTORS (continued)

Club Membership; Attendance at Clubs

TABLE 28

Club Membership; Attendance at Clubs

	TOTAL	Regular	Occasional	Infrequent	Member but att. not recorded	Do not belong	Not recorded	Combinations
Civic	150	4	1	0	1	79	65	0
Fraternal	150	4	5	2	1	80	58	0
P.T.A.	150	0	0	1	3	79	67	0
Veterans' Organizations	150	4	2	6	0	77	61	0
Social Clubs	150	6	2	0	2	73	67	0
Professional or Trade Association	150	1	2	2	0	73	72	0
Other (including church, (unsolicited)	150	15	8	6	6	69	44	2

Here the social group most regularly attended is "other" (15), which includes unsolicited information about church. The item of church attendance was not included in the schedule, but some interviewees mentioned church attendance — the fact of church affiliation probably accounts for the larger number in this grouping. Since a majority of these employees are male and since the P.T.A. tends to have more women members than men, it

GROUP FACTORS (continued)

is not surprising to see the small number attending in this grouping. The personnel are not union members, hence this may account for the small numbers in attendance at professional or trade associations. 12 persons attend veterans' organization meetings, but only 4 of these report attending regularly. Outstanding is the large number who do not belong to clubs (from more than 2/3 to more than 3/4 depending upon the club).

Summary

The basic group for the majority of these workers is the family circle, persons living in the same house; and the size of that circle tends to follow the pattern of size of the modern suburban-urban family in this country (2-4 persons).

Although 18 report no close friends, the contrary is true with many of the others. More than two-thirds of the 150 report close friends, the number ranging from 1 to 8 or more; and in the case of at least half of those reporting, the friends were of long standing.

Neighborhoods appear to be another important source of contact.

The outstanding fact regarding club membership is that so many

GROUP FACTORS (continued)

do not belong. These workers appear to obtain their chief group enjoyment from family and close friends rather than from affiliation with clubs in the community.

It has been noted that a few of these employees have come to know their close friends from the present job. Whether they would be interested to form closer ties on an interpersonal basis at the plant is not known.

5.

SOCIO-ECONOMIC FACTORS

In many respects the socio-economic factor is a central focus of this particular study. Here there are correlated all of the factors which make for scale of living and standard of living of these workers.

Wages

The schedule of the present project does not include an item on wages (see general data on Abilities plant).

Age Groups

50 persons over 45 years (33.3%) are at work in the plant thus affording continuance of self support for many who with the double handicap of aging years and physical handicap might otherwise face unemployment. The largest age group is from 26 to 45 years (79 persons or 52.7%). In this age period young family obligations are numerous and the family financial outlay is heavy. Fringe benefits do something to aid. 21 persons are under 25 years of age. One's attention is drawn here to the outlook for these employees. What will the future hold?

SOCIO-ECONOMIC FACTORS (continued)

Marital Status

This item is discussed under Family Constellation. There are 70 males who according to family economic mores and governance are presently responsible as heads of the household. Of the 2 males who have been separated (1) and widowed (1) it is not known whether they have responsibilities of support for spouse and any other possible dependent. In the case of the females the schedules are not constructed to show how many of the 10 presently married are the wage earners for their household.

Education

See Social Stratification

Length of Unemployment Immediately Prior to Present Employment

Replies were obtained on 111 of the 150. Of the 111 it is noted that 25 were not unemployed immediately prior to present employment, but that 86 were unemployed; of these 86 there were 80 who had been out of work for a period ranging from 6 months to 5 years or more. 6 had never worked before.

SOCIO-ECONOMIC FACTORS (continued)

Types of Work

It is noted that the bench workers are the largest group(64 or 42.7%). Managerial (including managerial, foreman and leadman), and clerical workers are the two next largest groups (19 or 12.7% each). The number engaged in other types of work is 47; data not recorded 1.

Tenure on Present Job

Although 41 workers have been employed at Abilities less than a year, 61 have been employed from 1 to 2 years and 44 have been on their present job for 2 or more years. Data insufficient on 4. Hence the situation is conclusive to feelings of job security.

Job Skills Used From Special School or Training

TABLE 29

Job Skills Used From Special School or Training	
None from either special school or training	34
From school during hospitalization	1
From special school outside hospital	27
From special training on the job	5
From both special school outside hospital and special training on the job	7
Had no special schooling or training	20
Omitted or data not available	48
Other	8
TOTAL	150

SOCIO-ECONOMIC FACTORS (continued)

Replies are recorded for more than two-thirds of the 150. It is seen that 39 (26%) persons used skills which they acquired by special training in relation to their handicap and brought to the job and that 54 (36%) report that they did not bring skills from special schooling or training.

Plans for Employment Elsewhere

TABLE 30

Plans for Employment Elsewhere	
Plan own independent business	15
Will seek job in another industry	13
Either own independent business or will seek job in another industry	4
Have no definite plans for either own independent business or job in another industry	45
Omitted or data not available	73
TOTAL	150

Data are available on 77 of the 150; of these 77, 32 (21.3% of 150) indicate plans for other employment, 45 (30% of 150) indicate that they have no definite plans for a change.

Home Ownership (See Social Stratification Section)

45 have reported owning their home; 56 are tenants. The carrying charges for those who are buying their house (as

SOCIO-ECONOMIC FACTORS (continued)

many are doing) would be a sizeable item for those who have young family groups and other dependents.

Summary

It has been noted that a large number of the 150 persons presently employed had been out of work immediately prior to this job and that more than half had been out of work for 6 months to 5 years or more. 6 had never worked. This work then gave a real opportunity to be self-sustaining to a great many people.

More than two-thirds have been on this job for more than a year and others have been employed here for a period of two or three years. It is seen that the majority plan to stay with the present company, thus indicating job stabilization.

6.

ABILITIES POPULATION 1 PRESENTLY EMPLOYED: PROFILES

In order to present as full a picture as possible regarding the presently employed, certain profiles are presented here.(1)

Code #5. This 25 year old man has been legally blind from birth. He was born in Brooklyn and has lived there all his life. His wife is totally blind and he adds "this is no problem".

He is a high school graduate and later attended business school. He received special training in relation to his disability. He plans to go to college at night to take Business Administration.

Prior to the work at Abilities he had been able to obtain only a seasonal job which he left because of increasing difficulty with his eyes. This is his first regular job and he obtained it through the New York State Employment Service.

He joined the Abilities force in April 1955 and is engaged in harness work and packaging. He likes the job and finds the workers congenial.

He does not have any close friends but has many "casual friends". He likes boating,

1. Grateful acknowledgement is made to the workers who generously shared the information with Project Staff members. To preserve anonymity, all names have been deleted and code numbers have been given. Cases have been selected at random from selected categories of handicaps.
2. Legal blindness refers to the degree of disability for which provisions are made under the law.

ABILITIES POPULATION 1 PRESENTLY EMPLOYED: PROFILES (continued)

Code #5 (continued)

electronics (because he can do this by feel); and classical music; he enjoys hikes with his wife. He belongs to three groups, all organizations for the blind.

Code #96. This 53 year old man has a cardiac condition (first attack in 1953). He is under the impression that his disability is slowly getting worse (the prognosis made by his physician is not available).

He was born in New York City of Irish-born parents. He lives with his wife, his daughter, her husband and their two young children in Nassau County, in a rented house which they have occupied for a period less than 2 years.

He attended school through the 8th grade. He did not receive any special training related to his handicap and does not plan further education or special training.

Between 1947 and 1954 he was first a salesman at $80.00 a week (business closed), then salesman with another company $75.00 a week and last, custodian at a school — a job which he left because of illness. After that he was unemployed for 9 months. He was glad to get the job at Abilities because he wanted to work.

He began work in September 1954 — his range of activities included: attaching plugs, joining wires, and tying cables at the bench.

He likes the job because he can sit down while working, thus safeguarding his health. "They have treated me well here. They're nice to me, you don't have to knock yourself out, you

ABILITIES POPULATION 1 PRESENTLY EMPLOYED: PROFILES (continued)

Code #96 (continued)

do what you can."

He has a few close friends, mostly neighbors and relatives. He enjoys movies with his wife, card playing with company and television.

He does not belong to any groups because he needs to rest for his heart.

Code #59. This 59 year old woman is handicapped by a circulatory condition in her left leg.

She was born in Suffolk County of parents who were born in the New York area. She lives with her two sons and a daughter-in-law.

She attended school through two years of high school.

Prior to her present position she held three jobs — one in manufacturing, one in electric assembly, and one in clerical work.

She felt happy about coming to Abilities — wanted to work. "Before this I shifted around, I'm now independent and don't have to rely upon the family." "Here you feel more at home. Others are handicapped too, they don't ask you many questions."

She has no close friends. Has some neighbors. She enjoys television and radio, but enjoys no other recreational activities, "I just take care of my household."

She is not a member of any civic group. It is seen that this worker is in the older age group and has had a rather broken job opportunity, and it is interesting to see that she feels she has formed an appropriate spot for her services.

CHAPTER VIII

POPULATION 2 FORMER ABILITIES, INCORPORATED WORKERS WHO WERE NOT RETAINED AND POPULATION 3 FORMER EMPLOYEES WHO HAVE LEFT FOR POSITIONS ELSEWHERE

1.

POPULATION 2 WORKERS WHO WERE NOT RETAINED

In some instances the company has found that termination of services is advisable. Sometimes it is a case of non-readiness of the worker for the job, and inability to acquire sufficient skills for needed operations. Sometimes it is a case of ill health. For whatever reason, the company has felt a sense of concern for these persons. The profiles which follow describe the life situation of four workers who were separated from the company and indicate the present outlook for them in job opportunity and community life:

---

*Grateful acknowledgement is made to the workers who have so generously provided this information with a view to helping the handicapped. Anonymity has been preserved, all names of workers have been deleted and a code number given.

CODE #2

This 33 year old woman has paralysis in the lower extremities from a congenital spina bifide. She uses a wheel chair.

She was born in Nassau County of New York City-born parents, and has lived all her life in the same town. She is single and lives with her parents and is the only child.

Her father took her to work in the family car.

She had no formal schooling - had some private tutoring. She has had no special training related to her disability, and has no job skills. She was never gainfully employed before.

She began work at Abilities on 12/10/52 and felt the opportunity was "wonderful", because it gave her a chance to work and earn money at the same time. Separation date was 1/15/53. She rotated work on the bench and stuffed envelopes.

She states that she has a few friends in the neighborhood and at her church; met them in the neighborhood. For recreation she goes to the movies, listens to TV, does sewing, makes cards and posters; and she plays cards with companions.

She would like to take courses in florist work.

She reports no group membership having a problem of transportation in getting to meetings and would be more active if it were physically easier to attend.

CODE #5

This 51 year old man has multiple sclerosis. He has muscular disfunction, especially in his lower extremities. He uses a cane and crutches.

He was born in Brooklyn of Brooklyn-born parents and is now living in Nassau County having moved here from Queens County in 1953. He lives with his wife and 5½ year old daughter in a house which they own.

He is a high school graduate and attended a technical institute where he received training in mechanical engineering. He received no special training in relation to his handicap. Prior to his work at Abilities he was until 1948 a civil service worker(protective services) for the city; then following retirement he held jobs as bank clerk, mail clerk and junior accountant. His central problem appears to be one of degree of handicap which makes job performance very difficult. At Abilities he did bench work, in rotation. He found "a nice group of guys there - can be a lot said about it".

He has a few freinds whom he has met during the past two years through church and health societies.

He engages in two recreational activities, reading and listening to T.V. He is a member of a fraternal group; does not attend the meetings but the group visits him monthly. He also recieves visits by a church group. He has recently contacted the New York State Division of Rehabilatation and also is in a weekly contact with a health agency related to his handicap.

He expresses no plans for his future, but rather indicates concern as to whether or not his handicap is arrested.

CODE #6

This 35 year old man has a handicap of paraplegia sustained from a gun shot wound while serving as a private in the Air Force in 1949. He uses a wheel chair at home and also braces and crutches occasionally. He lives in Nassau County with his parents in an owned house; and when employed at Abilities, Incorporated he used his own car.

He was with Abilities for a period from 10/30/52 to 4/1/54. His work during that time was intermittent because he was often ill and needed short periods of hospitalization and his separation was brought about because of the fact that he had to be hospitalized for a period of nine months.

He is a high school graduate. Prior to employment at Abilities he was a theatre usher and parking lot attendant in the summers and in 1948-49 was for 9 months a microfilm photographer in an insurance company. He heard of the Abilities plant through a neighbor and was eager to get a job. He found Abilities "a nice group of people, and the firm was very fair about giving sick leave".

He has a few close friends whom he has known for a few years having met them through business contacts and neighbors.

He engages in several recreational activities alone(reading, fishing, TV, music, etc.)

He is a member of a Veteran's Organization.

Leaving Abilities he sought other jobs, then went into the Real Estate business with his father and likes it because of the contacts with people.

CODE # 7

This 42 year old woman has a handicap of diabetes mellitus, which, she indicated, runs in her family. Her condition became worse after an automobile accident five years ago,

She was born in Brooklyn and one of her parents was born in Brooklyn, the other in Canada. She is married and lives with her husband in Nassau County in a house which they are buying(payments $77. per month).

She attended school for 8 years, then attended Business School.

She was very happy at the thought of work at Abilities and began work there on 7/9/54; separation date was 3/21/55. The type of work included packaging. (She does not indicate a previous work record).

After leaving Abilities she did not attempt to obtain other employment but if she could work she would prefer typing.

She states that she has no close friends, and is not a member of any clubs or other associations. She engages in some recreational activities alone(reading, listening to TV and radio, crocheting) and plays cards with her husband.

She states that she has not contacted any social agencies.

She feels too ill to contemplate any plans; is hoping to get well to carry out responsibilities of her home.

She is supported by her husband who is employed in a health organization.

The workers in this population though few in number serve as a pilot group to point up some of the unanswered problems in the field of handicap, such as the following: health conditions which make holding a job in open industry difficult and sometimes impossible, non-readiness by training for a job and as seen in the case of one worker; insufficient knowledge of agency resources available to him; the deterrents to economic self-support present with the severely disabled.

2.

POPULATION 3, FORMER ABILITIES INCORPORATED WORKERS NOW EMPLOYED ELSEWHERE

It is the expectation that a good many workers will leave the the company to seek postions elsewhere. What is the situation with these former employees since their change of job? The following two cases serve as a pilot exploration.

Code 3

This 56 year old man has a condition of arrested tuberculosis (check-ups every six months). He was born in New England of parents born in another country. He lives in Nassau with his wife; and her mother lives with them.

He attended elementary school and afterwards did auto repair work in his own business. Any special training related to his disability was obtained at Abilities Incorporated.

He began work at Abilities on November 3, 1952 and the separation date was June 2, 1955. He left Abilities "for a better job." His present work is selling vacuum cleaners and he enjoys being out of doors more, his only reservation being that he would like a job with less walking.

For recreation he enjoys TV (alone or in company), working around the house, and boating. He belongs to one group— a boating club.

The only agency with which he reports contact is a health organization, to obtain employment. He learned of his present job through a newspaper advertisement. Regarding his plans to remain at his present work, he gives a qualified yes.

Code 4

This 58 year old man has osteomyelitis of the lower left leg as a result of an accident 6 years ago.

He was born in New York of parents who were born in another country. He lives in Nassau County with his wife and 25 year old son, who has a handicap of the feet and walks with a cane; a daughter lives in a nearby town.

He attended vocational high school for 3½ years. He served in World War I; and later became an electrician with a large company earning a salary in the upper middle income bracket.

He began work at Abilities October 1953 and left on February 11, 1954 "for a better job." (He also said he felt depressed being with handicapped workers.) At present, however, he is unemployed.

He has several close friends with whom he became acquainted from job and neighborhood--has known them for many years. Recreation activities which he enjoys alone are reading, TV, and radio; and those which he enjoys with others are: movies, swimming, card playing, and fishing.

His one group membership is a veterans' organization which he attends twice a month. He indicates that he has contacted no agencies.

He is planning to manage a gas station; at present his source of support is a pension. His wife is employed.

It is seen that the worker who has arrested tuberculosis, upon leaving Abilities did not obtain employment which made use of the skills that he had acquired at

the plant. He has since then acquired salesman techniques, however, and feels that he has an advantage in being able to be out-of-doors — a consideration which may be important in relation to his particular type of handicap. (If his health is not endangered by excessive fatigue—a subject for his discussion with his medical adviser.)

In the second instance it is noted that this worker worked at the plant only a brief time, and also that he is presently unemployed. It is true that he is in an older age group, but there are others in this age group who are working productively at the plant. What are the chances that he may yet obtain gainful work and achieve job stability?

CHAPTER IX

APPLICANTS AT ABILITIES INC. WHO HAVE NOT YET BEEN HIRED

Many persons seeking work have come to the doors of Abilities Incorporated since its opening three years ago. Sometimes the applicant is so hampered by his disability that he is unable to perform a job; sometimes there is no job immediately available for him. The company keeps a waiting list of all those who apply, and as circumstances permit, calls in those whose services it can use.

The data regarding 248 applicants have been reviewed for general finding and 52 applicants were interviewed in their homes. The nature of the study was explained to them; in most instances there was ready cooperation and, in some cases, eagerness expressed. The findings which follow are from the interviews with these 52 persons.

1.

FAMILY CONSTELLATION

Sex and Marital Status; Age

FAMILY CONSTELLATION (continued)

Sex and Marital Status; Age (continued)

TABLE 31

Sex and Marital Status; Age

	Total	Under 21	21-25	26-35	36-45	46-55	56-65	Over 65
MALE								
single	14	2	3	7	2			
married	22			10	3	4	4	1
separated	2		1			1		
divorced	1						1	
widowed	1						1	
FEMALE								
single	6		2	1	1	1	1	
married	2				1	1		
divorced	2				1	1		
widowed	2					1	1	
TOTAL	52	2	6	18	8	9	8	1

In this group of 52 persons there are 40 males (76.9%) and 12 females (23%).

Under age groups it is seen that 26 (50%) are under 35 years of age, 8 between 36 and 45, and 18 (34.6%) over 45 years of age.

Of the 52 persons, 20 (38.5%) are single; 24 persons (46.2%) 22 males and 2 females - are presently married.

FAMILY CONSTELLATION (continued)

In addition 4 males and 4 females (8 or 15.4%) have been separated, divorced, or widowed. Thus the total of those who have been married is 32 (61.5%).

Extent of Handicap and Plans to Marry

TABLE 32

Extent of Handicap and Plans to Marry

	Total	Already married	Yes, indefinite	Yes, definite	No	Omitted	Other	Yes when omitted
One lower extremity	8	7	1					
One upper extremity	3	2		1				
Both lower extremities	4	2			1	1		
Both upper extremities	1					1		
One lower and one upper extremity	3	2			1			
Both lower and both upper extremities	1					1		
Involvement of sense organs	4		1			3		
Other deficiencies and omitted	28	11	2		2	11	1	1
TOTAL	52	24	4	1	4	17	1	1

FAMILY CONSTELLATION (continued)

In addition to the 32 who have been married, 6 persons now single indicate their plan to marry. (In 2 of these cases, the worker has a handicap in both lower extremities, in 1 case, both upper extremities are affected and in 1 case there is impairment of sense organ).

Hence in all, the number marriage-focused is 38, a large majority.

Sex and Marital Status with Duration of Handicap

TABLE 33

Sex and Marital Status with Duration of Handicap

	Total	Acquired in last 2 years	From 2-5 years	From 5-10 years	10 years plus but not life	Congenital	Omitted or D N A	Unclassifiable
MALE								
single	14				5	6	2	1
married	22		4	2	8	1	5	2
separated	2	1		1				
divorced	1						1	
widowed	1						1	
FEMALE								
single	6	1			3		2	
married	2				2			
divorced	2						2	
widowed	2				1			1
TOTAL	52	2	4	3	19	7	13	4

FAMILY CONSTELLATION (continued)

Date of marriage in relation to handicap is not structured in the schedule.

It is seen that 1 of the 52 was married despite the factor of congenital handicap and that 6 of those who had a congenital handicap are single.

Taking into account the 32 persons who have had marital status and the 6 who plan to marry (total 38) it is seen that 73% or nearly three-fourths have had and expect to have marital status. 4 report that they do not plan to marry.

Persons in Household, with Number Persons in Household Other Than Self

In 3 instances it is reported that there are no other persons in the household. 8 employees report there is 1 other person in the household; 10 report 2 persons in household; 16 report 3 persons; 3 report 4 persons; 7 report 5 persons; 1 reports that there are 6 in the household. Other or data not recorded 4.

FAMILY CONSTELLATION (continued)

Ages of Own Children at Home and Outside the Home

Nearly half the 25 applicants report that they have no children at home. Data on 42 indicate that there are no children under 2 in the home.

At least 13 applicants have children at home ranging in age from 2 to 18 years: (There are probably more; with some overlapping in question, a complete picture is not possible.)

21 applicants report that they have no children outside the home; 7 report that they have children elsewhere. (With some overlapping and conflict in the data it is not possible to obtain a complete picture on this item.

FAMILY CONSTELLATION (continued)

Handicapped Persons in Household

TABLE 34

Handicapped Persons in Household

No one	33
Spouse	3
Father	1
Other relatives	1
Combinations of above	1
Omitted or data not available	12
Other	1
TOTAL	52

Nearly two-thirds of the 52 (33 or 63.5%) reported no other person handicapped in the home. In 3 instances, the spouse is handicapped; in 2, another relative or some other person. In 12 instances, data are not available.

5 applicants report that they have a special problem with the handicapped person or persons in the household.

Summary

The findings in regard to these 52 handicapped workers indicate that this is a marriage-focused and family-centered group; and, that nearly two-thirds are living in a small family group of 2 or 3 other persons.

ECOLOGICAL FACTORS

What may be said of the indications of rootedness and sense of belonging within the experience of the 52 applicants who were interviewed?

Marital Status

Under family constellation it was seen that 32 of the 52 have been married and that of the 32 a total of 24 are presently married, hence experience a sense of belonging. Then too, beside these 24, there are 6 other persons who plan to marry, thus bespeaking potential "rootedness" in primary group interpersonal relations.

Employee's Birthplace

TABLE 35

Employee's Birthplace

Suffolk	4
Nassau	3
New York City	28
Outside New York City and Long Island, but in U.S.	9
Other country	7
United States	1
TOTAL	52

With the data completely reported, it is seen that 45 (86.5%) of the 52 are native born, and 35 of the 52 were born in New

ECOLOGICAL FACTORS (continued)

York City, Nassau and Suffolk. Seven (7) of the 52 were born outside the United States.

All 52 are citizens. Thus, one sees that there is probably a rootedness in the local area as well as in the United States.

How Long Has Employee Been In the United States

TABLE 36

How Long Has Employee Been In the United States

Entire lifetime	45
More than 10 years but less than life	6
Omitted or data not available	1
TOTAL	52

These applicants are predominantly native to the United States. 45 of the 52 have lived in this country all their lives; and 6 others have lived in the country for a long time — more than 10 years.

Parent's Birthplace

It is seen that the parents of 22 of the 52 applicants were born in the United States. Both parents of 23 applicants were born outside the United States. Adding 5 who report 1 parent

ECOLOGICAL FACTORS (continued)

born outside the country, the total is 28 (53.8%) with parental patterns from another culture. Hence, more than half of these employees are in the acculturation process. Has cultural disparity played any important part in the way the handicapping condition was handled?

Name of Present Community

TABLE 37

Name of Present Community

Suffolk	5
Nassau	25
Queens County	12
Brooklyn	9
Bronx	1
TOTAL	52

With this item fully reported, it is seen that nearly 50% (25) of the 52 applicants live in Nassau County, and 23% (12) live in Queens. A few (5) live in Suffolk and only 1 lives in the Bronx, 25 miles away. It is apparent that these applicants are seeking work in the local area where they feel rooted.

Home Ownership; Tenancy

With data on all but 1, it was seen that 15 (28.8%) of the 52

ECOLOGICAL FACTORS (continued)

own their house thus showing evidence of possible rootedness. 10 (19.2%) reported that they rent a house; 6 reported that they rent an apartment and 2 reported that they board; 13 of the others live with parents or grown children.

Number of Changes in Residence, Past 3 Years

Replies are recorded for all but 2. 33 (63.5%) of the 52, almost two-thirds, have made no change and 14 made only 1 change; 2 made 2 changes and 1 made 3 changes. Hence the majority of these applicants appear to have had stability of residence for 3 years — a factor in rootedness.

Kind of Changes in Address

33 or (63.5%) had made no change. Of those who had changed, 6 moved from one borough to another borough (type of neighborhood is not indicated). 5 had moved from city to suburb, 3 had moved from one suburb to another suburb, and 2 had made other changes. (Data not recorded on 3).

Reason for Last Change in Address

Replies are available for 43 of the 52 applicants. 33 (63.5%) indicated no change in address. Of the 10 who reported changed addresses, 2 purchased a house, and 2 moved to be near kin — factors with implications for seeking roots.

ECOLOGICAL FACTORS (continued)

Number of Jobs Held in Past 5 Years Before Present Employment

This item will be discussed further under the socio-economic category. The others reported no job in 5 years. 9 of the 52 reported that they had held 1 job.

Job changes have been more frequent with others (11 have held 2 jobs; 4 have held 3 jobs; 2 have held 4 jobs and 1 has held 6 jobs), hence a good deal of occupational instability.

Returns from 23 were unclassifiable; from the replies on these particular applicants, one gets the impression that some of them tried to work at first on one odd job and then another, or tried to earn a livelihood through self-employment.

Expect to Stay Permanently with Present Employer

With only two not recorded, it is seen that about half of the 52 applicants were still unemployed at the time of the interviews. Of the 25 who have obtained jobs, 4 said they plan to remain permanently on the present job and 7 replied with a qualified yes (thus a total of 11), who may have become rooted in their present employment. Five others (5) gave a positive no and five (5) a qualified no (10 in all), hence one may infer that these employees are not yet feeling job stability.

BIOLOGICAL ACTORS (continued)

Summary

Review of the findings indicates that there is considerable rootedness in this group - predominantly married, all citizens, birthplace and stability of residence in this local area, and considerable home ownership.

3.

SOCIAL STRATIFICATION

In this category are clustered various status factors which play a part in the life of these 52 applicants.

Age

Of the younger workers there are 26 (50%) under 35 years, hence a large number with many years ahead for sustaining themselves, keeping up standards and striving toward goals. 8 are between 36 and 45 (it would be important to ascertain whether their status is more or less fixed or whether by advance planning the situation may remain mobile).

It was earlier noted that 18 (34.6%) are over 45 years of age.

Sex and Marital Status

Under family constellation it was noted that 32 persons have been married, and 6 persons now single plan marriage (total 38); hence, nearly three-fourths indicate the status value of marriage.

SOCIAL STRATIFICATION (continued)

Kind of Handicap; Part of Body Affected

TABLE 38

Kind of Handicap; Part of Body Affected

Kind of Handicap	Total	Lower Only		Upper Only		Upper and Lower	All Others:	
		One	Both	One	Both		Sense Organs	Not reported
Amputation	4	3		1				
Cardiac	3							3
Cerebral Palsy	6		1			2		3
Deafness	2						2	
Paralysis	9	1	1	1		2		4
Poliomyelitis (post)	4	3	1					
Visual Impairment	3						2	1
All others	21							21
TOTAL	52	7	3	2		4	4	32

There are no paraplegics recorded in this population.

Regarding Multiple Handicap, 39 of the 52 have reported no multiple involvement. The rest of the replies are distributed as follows:

(orthopedic-vision (1); (orthopedic-epilepsy (1); (orthopedic-diabetic (1); epilepsy-paralysis (1); (hearing-speech (1); cerebral palsy-speech (2); (other (6)).

Ages of Own Children; Children Outside the Home

26 (half) of the 52 applicants report that they have own

SOCIAL STRATIFICATION (continued)

Ages of Own Children; Children Outside the Home (continued)

children at home and they have status as parents. (7 others report children elsewhere but since some of these may be parents of children in the home also, a total is not attempted).

Length of time in Hospital

Length of hospitalization is not reported in 5. Data cannot be interpreted in 17. Of the remaining 30 the hospitalization is reported as follows:

no hospitalization	13
less than 1 month	5
1 month to 6 months	6
1 year to under 2 years	3
2 years to under 5 years	1
5 years to under 10 years	2
	30

Thus with 13 (25%) length of hospitalization was not a factor in relation to status. It is seen that 6 persons spent from 1 year to more than 5 years in a hospital. What was the positive bearing of this long period upon status and motivation?

SOCIAL STRATIFICATION (continued)

Physical Aids

TABLE 39

Physical Aids Used

Not reported		22
Reported		30
No physical aid	15	
Wheel-chair (only)	1	
Braces (only)	1	
Cane or canes	2	
Artificial limb or hook	6	
Other combinations	5	
TOTAL		52

15 (28.9%) of the 52 do not use physical devices. If they do not need such devices, this is a status promoting factor. However, it would be worth while to ascertain whether there is need for the applicant to use such devices and whether his position in status might thereby be improved.

Education

TABLE 40

Education - Highest Grade of School Attended

grammar school		10
6 years	6	
8th grade	3	
completed	1	
high school		31
non-graduate	23	
graduate	8	

SOCIAL STRATIFICATION (continued)

Education (continued)

TABLE 40 (continued)

Education - Highest Grade of School Attended (continued)

college		10
non-graduate	8	
graduate	2	
insufficient data or not reported	1	1
TOTAL	52	52

It is noted that 6 applicants have had not more than 6 years of schooling and 3 not more than 8th grade. The majority (31 or 59.6_) have had some high school education.

How Felt About Applying at Abilities

TABLE 41

How Felt About Applying at Abilities

Enthusiastic	12
Positive	20
Indifferent	2
Negative or Rejection of Idea	3
Discouraged	2
Necessity	2
Unclassifiable or Data not reported	11
TOTAL	52

SOCIAL STRATIFICATION (continued)

How Felt About Applying at Abilities (continued)

Hence it appears that a majority looked upon the application as possibly heading toward upward mobility in status.

Plan for Further Special Training

The details are discussed under socio economic factors.

Data are not reported on 20 persons. 16 (30.8%) report they do not plan further special training; hence it is seen that they will be likely to retain their present educational status. 6 plan training in office and clerical work, 2 in the trades, 1 in engineering, 2 in general education and 5 in other special courses.

Military Record and Status

It is noted that 35 of the 52 reported they had not been in military service. On 1, data are not recorded; on the remainder, the findings show that 6 served in the Navy and 5 in the Army; 2 in the Air Force; 2 in the Marines, and 1 in the Reserve Force (1 was a Commissioned Officer).

SOCIAL STRATIFICATION (continued)

Home Ownership: Tenancy

TABLE 42

Home Ownership: Tenancy

Own house	15
Rent house	10
Rent apartment	6
Rent room	1
Board	2
Lives with parents	11
Lives with grown son or daughter	2
Other arrangements	4
Omitted or data not available	1
TOTAL	52

With data reported for all but 1, it is seen that 15 (28.8%) of the 52 applicants own their homes — a symbol of status in the suburban-urban community. 19 others are tenants; 11 live under the parental roof; and 2 with grown son or daughter; (4 have other arrangements).

Reason Last Change in Address

Not recorded are 9. Of the 43 others reporting the breakdown is as follows: 33 (63.5% of 52) have had no change in address, with probable plateau in status; 2 have purchased their homes thus showing upward mobility in status; 1 moved to obtain larger quarters (also a possible symbol

SOCIAL STRATIFICATION (continued)

Reason Last Change in Address (continued)

of upward mobility) 2 moved to be near kin, and 5 gave other reasons.

Type of Present Job

See socio-economic

Agencies Contacted

TABLE 43

Agencies Contacted

None	16
Federal	5
State	8
Federal and State	1
Federal and Local	1
State and Local	12
Omitted	1
Other	4
Private	2
Combinations	2
TOTAL	52

16 (30.8%) of the 52 applicants indicate that they have not contacted an agency. The agency used by the largest number (21, or 40.4%) is the State. It is hypothesized that the use of the State agency is considered appropriate for the purpose of obtaining employment (20, or 38.5%) of the appli-

SOCIAL STRATIFICATION (continued)

Agencies Contacted (continued)

cants used the State agency for employment purposes) — hence status is not adversely affected. 7 persons report that they have contacted Federal agencies (some of the 7 using Federal agencies also used State agencies). Findings indicate that none contacted clinics or welfare agencies.

Reasons for Agency Contact

TABLE 44

Reasons for Agency Contact

None contacted	16
Obtain pension, funds, etc.	5
Arrange for special training	1
Obtain employment	20
Obtain funds and employment	3
Other combinations of reasons	5
Omitted or data not available	2
TOTAL	52

It is seen that 16 (30.8%) of the 52 report no agency contact. At least 8 made the agency contact to obtain funds, pension, etc. 20 made the contact to obtain work.

SOCIAL STRATIFICATION (continued)

How Spend the Time?

TABLE 45

How Spend the Time?

Television	3
Special Hobby	1
Work around house	11
Idleness	3
Employed on job	7
Combinations	25
Omitted or data not available	2
TOTAL	52

11 of the 52 report that they spend their time in work around the house. 25 busy themselves with various types of activity. 3 report that they are idle. All others, 13.

Preferred Classification of Job

Of those who expressed job preferences there is a diversity in interest. Largest number (12) would prefer office and clerical. Whether this choice is because of handicap or because it is a white-collar status giving occupation would be interesting to know. 10 would like to be in the trades; 4 prefer "labor"; 2 each (total 6) would like to be in service and domestic, sales, managerial work. Only 1 expressed a preference for semi-professional or professional work. 11 specified "no preference". 5 reported other. Data not reported 3.

SOCIAL STRATIFICATION (continued)

Attempted to Obtain Employment After Application Contact

35 (67.3%) of the 52 report that they attempted to obtain employment after the application contact at Abilities. 14 reported that they had not made other attempts (some of these 14 have been hoping for a positive response to their application at Abilities). Data not reported 3.
11 of the 35 who attempted to secure employment after application contact at Abilities were in contact with the New York State Employment Service.

It is seen then that more than two-thirds have continued to look for work-showing a motivation to gain occupational status.

Through What Agency Attempted to Obtain Employment

16 are unreported or are unclassifiable. 14 report that they made no attempt to obtain employment. Of those reporting an attempt the agency contacted by the largest number (11) was the New York State Employment Service. 1 reported contacting the Division of Vocational Rehabilitation; 6 used a private employment service; 4 used the newspaper or radio advertisement.

SOCIAL STRATIFICATION (continued)

Source of Support

Under Source of Support 19 report "present job"; 9 report parents; 2 report Spouse; 4 report other members of the family; 2 report pension; 16 unclassifiable or data not reported.

Summary

Chief factors that may have been detracting to status of these persons are: the handicap itself, and unemployment.

Status factors that may have been sustaining are the following: considerable mastery of the handicap; the young age of many of these workers and a lifetime ahead for achievement; headship of household and status of parenthood on the part of many; short duration of hospital stay on the part of most of them; education (31 through part or all of high school; 10 through part or all of college); and the fact of home ownership on the part of at least a third.

4.

GROUP FACTORS

In the section on Family Constellation it was noted that 38 (73.1%) of these 52 applicants are marriage-focused. Hence nearly three-fourths lay a basic emphasis upon the nuclear group, a primary group association. Of those, 3 report no other persons in the household, hence no group association in their immediate home life (it is possible, however, that they may experience primary associations with kin living elsewhere).

How Many Close Friends

TABLE 46

How Many Close Friends	
None	4
Very few (1 - 3)	3
A few (3 - 8)	25
Many (8 or more)	19
Omitted or data not available	1
TOTAL	52

It is noted that 47 (90.4%) of the 52 applicants report that they have from 1 to 8 or more close friends and that of the 47 there are 44 (84.6%) who report 3 to 8 or more. On 1 a reply was not reported. They are quite a "friend-centered" group.

GROUP FACTORS (continued)

How Long Known Friends

TABLE 47

How Long Known Friends	
Have no friends	4
Since moving to present address	2
Since school days	3
For a long time	35
Since I can remember	4
Unclassifiable	1
Omitted or data not available	3
TOTAL	52

35 of these 52 applicants interviewed indicate that they have known their friends for a long time and 7 others indicate acquaintance dating back since school days or as long as they can remember. Adding the two (35+7) it is found that 42 (80.7%) or more than three-fourths have had their friends for a long time.

GROUP FACTORS (continued)

How Got to Know Close Friends

TABLE 48

How Got to Know Close Friends

Have no close friends	4
Associates from previous jobs	1
Neighbors	15
School	4
Family and relatives	1
Clubs and organizations	2
Job and neighbors	5
School and neighbors	4
Other	2
Omitted or data not available	2
Combinations	12
TOTAL	52

The largest number 15 (28.8%) found their friends among the neighbors. 5 others found their friends among neighbors and 4 others through neighbors and school and at the job. Combining all three figures it is seen that 24 (46.1%) persons made their interpersonal contacts outside the home with neighbors.

Status with a primary group outside the family circle occurred here. Associates from present job do not rank high in friendships with these applicants. Could turnover in job be a factor hindering formation of friendships?

GROUP FACTORS (continued)

Number of Leisure-time Activities With Others

TABLE 49

Number of Leisure-time Activities With Others	
None listed	27
1 activity	8
2 activities	7
3 activities	3
4 activities	5
5 activities	1
7 activities	1
TOTAL	52

From 27 persons there are no replies recorded. The largest number (8) engage in one leisure-time activity with others, next largest (7) engage in 2 activities; 9 engage in activities from 3 to 5 in number, with other persons. 1 person reportedly engages in a total of 7 activities with others.

Number of Solitary Leisure-time Activities

TABLE 50

Number of Solitary Leisure-time Activities	
None listed	3
1 activity	8
2 activities	5
3 avtivities	18
4 activities	8
5 activities	5
6 activities	3
7 activities	1
9 activities	1
TOTAL	52

GROUP FACTORS (continued)

18 of these 52 applicants interviewed engage in 3 solitary leisure-time activities each. Another 8 report 4 solitary activities each. Hence 36 (or 69.3%) engage in solitary activities numbering from 3 to 9 activities each. It may be that these persons find satisfaction in other outlets.

Affiliation With Clubs

22 (42.3%) of the 52 report membership in 1 club; 3 report membership in 2 clubs; and 1 holds membership in 3 clubs. Data are not available on the others. Hence it is noted that although 50% are affiliated with clubs, there are many who are not.

Summary

For these 52 applicants the basic interpersonal experience is the family constellation. Next to that are the close friendship ties (47). It is seen that 44 (84.6%) have from 3 to 8 or more close friends each.

5.

SOCIO-ECONOMIC FACTORS

Marital Status

Ages of Children at Home; Other Persons in the Household

Under the family constellation category, it was seen that 24 of these 52 applicants are married and that at least 13 applicants have children at home ranging in age from 2 to 18 years; hence have responsibilities for support of a nuclear family. It is possible that some of them may also have some obligations in the support of parents.

EDUCATION

Elsewhere it was seen that education extended through at least a part of high school and that 10 of the 41 who attended high school also had some college education (2 are college graduates). Hence, a large majority have had considerable general education.

Number of Jobs Held in Past 5 Years

9(17.3%) reported that they had held 1 job. 17 (32.7%) others reported that they had held from 2 to 4 jobs and 1 reported holding 6 jobs. Thus it is seen that with at least a third

SOCIO-ECONOMIC (continued)

Number of Jobs Held in Past 5 Years (continued)

of the 52 applicants there was a good deal of shift in jobs. Data given by 23 others was unclassifiable, some taking on some odd jobs here and there, and some occasionally self-employed.

Type of Present Job and Further Special Training:

What can be said of the present job situation of the 52 applicants? 25 reported that they are presently unemployed. What is the outlook for them? Regarding the 27 others who are presently employed the following types of job were recorded: Bench workers (5); Clerical workers (7); Inspection (1); Managerial (2); other (10). Data not reported on 2.

Present Medical Condition Stabilized:

37 of the 52 applicants reported that their medical condition is stabilized. Know what to count upon in making plans for job future.

6 others report that their condition is not stabilized. For some further treatment may entail loss of time from work, and it is possible that some in this group may grow more disabled - - a threat to job future as well as to other outlook.

SOCIO-ECONOMIC(continued)

Plans For Further Special Training or Education:

Replies on this item are available from 32 of the 52 applicants. Plans for further special training are indicated as follows: clerical (6); trades (2); engineering (1); general education (2); other special courses (5); at total of 16. Other applicants (16) indicated that they do not plan to take further courses.

Receive Special Training Related to Handicap:

None	25
Spec. school outside hospital & spec. training on job	1
Spec. school outside hospital & no training on job	9
No spec. school & spec. training on job	1
Omitted	14
Other	2
	52

Data on this item are available on 38 of the applicants. 25 (48% of 52) of the applicants indicate that they have received no special training in relation to their handicap. 11 (21.2%) have had special training and 2 report other training.

Of significance is the fact that 25 report no special training. Is it possible that they had what skills they needed to master the handicap or is it possible that they did not

SOCIO-ECONOMIC (continued)

know of resources - or make use of them - to meet their needs? Is the present unemployment of workers possibly traceable to insufficient training?

Home Ownership: Tenancy

15 (28.8%) of the 52 applicants own their own house; 19 others are tenants; 11 live with parents and 2 with grown son or daughter. Other arrangements are reported by 4, and on 1 data are not available.

Expect to Stay Permanently with Present Employer

TABLE 51

Expect to Stay Permanently with Present Employer

Unemployed at present	25
Unqualified yes	4
Unqualified no	5
Qualified yes	7
Qualified no	5
Omitted or data not available	2
Other	4
TOTAL	52

25 (48%) of the 52 interviewed reported that they are unemployed. 4 of those who now have jobs expect to stay permanently on their job; and 7 others report a qualified intent; hence 11 of the 52 indicate a tendency toward stability of

SOCIO-ECONOMIC (continued)

job setting - a factor important in feelings of status and in the ecological sense of rootedness.

Summary

One sees here that many of these 52 applicants have responsibilities for the support of a nuclear family. With at least a third, there was a g.od deal of shift in jobs and the likelihood of little income in the interval between jobs. Then too, it is seen that 25 of the 52 applicants are still unemployed.

To gain as full an understanding as possible of the factors which may have played a part in the cases of those 52 applicants who were interviewed several profiles are here presented:

Code 335 This is a 43 year old man who has had a visual impairment, blind in his left eye and limited sight in his right eye since 1942. He is also deaf and finds it necessary to wear a hearing aid.

He was born in New York City. He lives in a rented apartment in Brooklyn with his wife and two children 11 and 7 years of age; having lived in one other location within the past two years.

He is a college graduate with a major in business administration. He later took training in massage work prior to his disability and in broommaking subsequent to his handicap. He does not have a military record.

He indicated that he has a very few close friends and has known these friends for a short time having met them in his former neighborhood.

He does not belong to any group.
He contacted the New York State Employment Service, and also an agency for the blind to obtain vocational rehabilitation service. He receives compensation of $45. a week.

Code #384 This 31 year old man has a double handicap, amputation of one leg following an accident. He is also subject to seizures about once a week.

He is single and lives with a parent and another relative.

He attended school through the 9th grade; did not have any training either prior to the handicap or subsequently.

His work record indicates that he worked at several places for 1 month at a time. He had been unemployed for 2-3 years prior to coming to Abilities.

He was glad to apply at Abilities having heard of the job.

through the newspaper.

He is unemployed at present.

He indicates that he has "lots of friends" whom he has known for a long time. He enjoys reading, music and likes to play baseball.

He volunteers information that he is a member of a church organization.

He has not contacted any agencies.

He plans some special training.

Code #398 This 46 year old man has had a cardiac condition since 1952; he is unable to do heavy lifting. He lives with his wife and young daughter and has a married son living elsewhere.

He went through 1 year at Junior High School. Prior to his disability he worked as a driver in two companies and subsequently had training in office work. Because of illness he was unemployed for long periods of time prior to his application at Abilities.

He has "quite a few" friends whom he has known for a long time having met them in the neighborhood.

He is a member of one club which he attends every two weeks.

He contacted a State rehabilitation service and several other agencies and training was provided. He does not have job preference.

He indicates that his wife works.

These three profiles are fairly representative of the sample of 52 applicants. It is seen that there are many problems which have made it difficult for them to make a job adjustment.

CHAPTER X

COMPARISON OF PRESENTLY EMPLOYED WITH POPULATION 4, APPLICANTS WHO WERE INTERVIEWED AT ABILITIES, INCORPORATED (WITH SPECIAL REFERENCE TO VARIABLES)

In many respects the replies reported in the two populations are similar. In certain instances, however, significant variables are noted. It is to be kept in mind that the following percentages are based only on replies reported and are not necessarily the grand total which might be different if replies to items "omitted or data not available" were added.

TABLE 52

Comparison of Abilities, Incorporated Population I and Population IV

Item Content	Percentage of Replies in relation to total		Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
	Pop. 1 N=150 %	Pop. 4 N=52 %	
FAMILY CONSTELLATION			
Age			
under 25 years	14	15.3	Not S.
from 26-45 years	52.6	50	Not S
from 46-55 years	20	17.3	Not S
over 56 years	13.3	17.3	Not S
Sex and Marital Status			
single			
female	7.3	11.5	Not S
male	30	26.9	Not S
presently married			
female	6.6	3.8	Not S
male	46.6	42.3	Not S
Formerly married			
female	6.6	7.6	Not S
male	1.3	7.6	Not S

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentage of Replies in relation to total		Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
	Pop. 1 N=150 %	Pop. 4 N =52 %	
FAMILY CONSTELLATION			
Plans to Marry			
yes	9.3	11.5	Not S
no	4.6	7.6	Not S
Ages of Own Children at Home			
none at home	59.3	48.1	Not S
Children Outside Home			
yes	16	13.4	Not S
Persons in Household other than Self			
lives alone	8	5.7	Not S
spouse	21.3	9.6	Significant, % with spouse much lower among applicants
spouse and own children	20.6	21.1	Not S
one or both parents	10	7.6	Not S
Number of Persons in Household other than Self			
1 person	27.3	15.3	Not S
2 persons	24.6	19.2	Not S
3 persons	22.6	30.7	Not S
4 persons	8	5.7	Not S
5 persons	4.6	13.4	Significant, % with 5 persons much lower among applicants
Employee's birthplace			
Suffolk	0.6	7.6	Significant, % higher of applicants living in Suffolk

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentage of Replies in relation to total		Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
	Pop. 1 N=150 %	Pop. 4 N=52 %	
FAMILY CONSTELLATION			
Employee's birthplace (continued)			
Nassau	6	5.7	Not S
New York City	57.3	53.8	Not S
Elsewhere in United States	20.6	19.2	Not S
Other country	12.6	13.4	Not S
Parents' birthplace			
Long Island or New York City both parents	29.3	25	Not S
other country both parents	34.6	44.2	Not S
1 parent Long Island or New York City and 1 another country	7.3	9.6	Not S
Handicapped Person (other) in the Home			
no one	42.	63.4	Significant, higher % of applicants reported no one else in the household
spouse	4.6	5.7	Not S
Special Problems with Handicapped Person in Home			
yes	2	9.6	Significant, % reporting they have handicapped person in home higher for applicant
no	46.6	63.4	Not S

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentage of Replies in relation to total		Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
	Pop. 1 N=150 %	Pop. 4 N=52 %	
ECOLOGICAL FACTORS (Rootedness, Mobility)			
own house	30	28.8	Not S
rent house	10.6	19.2	Not S
rent apartment	18.7	11.5	Not S
board	2	3.8	Not S
Name of Present Community			
Nassau or Suffolk	59.3	57.6	Not S
Queens County	26	23.1	Not S
Brooklyn	10	17.3	Not S
Bronx	2	1.9	Not S
Number of changes in residence in past 3 years			
no change	55.3	63.4	Not S
1 change	34	26.9	Not S
Kind of Changes in residence			
city to suburb	6	9.6	Not S
suburban to suburban	13.3	5.7	Not S
GROUP FACTORS			
What like about Job			
Doesn't like Job	2.6	7.6	Not S
contact with people	16.6	5.7	Not S
interest in occupation	37.3	13.4	Significant, % of those liking the job because they find it interesting is far lower among applicants

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentage of Replies in relation to total Pop. 1 N=150 %	Pop. 4 N=52 %	Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
GROUP FACTORS			
How Many Close Friends			
none	12	7.6	Not S
very few (1-3)	9.3	5.7	Not S
a few (3-8)	27.3	48.1	Significant, % of those reporting a few friends is far higher among applicants
many (8 or more)	30.7	36.5	Not S
How Long Known Close Friends			
no close friends	12	7.6	Not S
since school days	5.3	5.7	Not S
for a long time	50	67.3	Not S
since can remember	4	7.6	Not S
How Got to Know Close Friends			
associates from present or previous jobs	6.6	1.9	Not S
neighbors	23.3	28.8	Not S
job and neighbors	5.3	9.6	Not S
school and neighbors	2.6	7.6	Not S
Kind of Clubs with which affiliated (negative replies predominate)			
Civic (do not belong)	52.6	73.1	Significant, % of those who do not belong to Civic groups is much higher among applicants
Fraternal " "	53.3	73.1	Significant, % of those who do not belong to Fraternal groups is much higher among applicants

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentages of Replies in relation to total		Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
	Pop. 1 N=150 %	Pop. 4 N=52 %	
GROUP FACTORS			
Kind of Clubs with which Affiliated (negative replies predominate) continued			
PTA (do not belong)	52.6	71.2	Significant, % of those who do not belong to PTA is much higher among applicants
Veterans " " "	51.4	67.3	Not S
Social Clubs " "	48.7	71.2	Significant, % of those who do not belong to Social Clubs is much higher among applicants
Professional or " Trade Association	48.7	71.2	Significant, % of those who do not belong to Professional or Trade Associations is much higher among applicants
Other (include church unsolicited)	46	61.5	Not S
Number of Solitary Leisure-Time Activities			
1 activity	13.3	15.3	Not S
2 activities	28.7	9.6	Significant, % of those with 2 solitary activities is far lower among applicants
3 activities	24	34.6	Not S
4 activities	14	15.3	Not S
5 activities	5.3	9.6	Not S
6 activities	3.3	5.7	Not S

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentages of Replies in relation to total Pop. 1 N=150 %	Pop. 4 N=52 %	Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
GROUP FACTORS			
Number of Leisure-Time Activities with Others			
1 activity	16.6	15.3	Not S
2 activities	12	13.4	Not S
3 activities	10	5.7	Not S
4 activities	12	9.6	Not S
5 activities	4	1.9	Not S
6 activities	2.6	0	Significant
7 activities	2	1.9	Not Significant
SOCIAL STRATIFICATION (STATUS, PRESTIGE)			
Type of Handicap			
amputation	12.6	7.6	Not S
arthritis	3.3	5.7	Not S
cardiac	3.3	5.7	Not S
cerebral palsy	6	11.5	Not S
deafness	5.3	3.8	Not S
epilepsy	1.3	7.6	Significant, % with epilepsy is much higher among applicants
overage	1.3	7.6	Significant, % with overage is much higher among applicants
paralysis	4.6	17.3	Significant, % with paralysis (exclusive of paraplegia and post-poliomyelitis) is far higher among applicants

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentages of Replies in relation to total Pop. 1 N=150 %	Pop. 4 N=52 %	Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
SOCIAL STRATIFICATION (STATUS, PRESTIGE)			
Type of Handicap (continued)			
Post-poliomyelitis	25.3	7.6	Significant, % with post-poliomyelitis is far lower among applicants
TB arrested	2	3.8	Not S
Extent of Handicap			
1 lower extremity	11.3	15.3	Not S
1 upper extremity	4	5.7	Not S
both lower extremities	30.7	7.6	Significant, % with involvment of both lower extremities is far lower among applicants
Involvement of sense organs	12	7.6	Not S
Multiple Handicap			
no multiple handicap	81.3	75	Not S
cerebral palsy-speech	2	3.8	Not S
Duration of Handicap			
acquired past 2 years	1.3	3.8	Not S
from 2-5 years	14.7	7.6	Not S
from 5-10 years	10.6	5.7	Not S
more than 10 years but not lifetime	42	36.5	Not S
congenital	14	13.4	Not S
Physical Aids Used			
none	16	28.8	Not S
wheel chair	4	1.9	Not S
crutch or crutches	6	0	Significant

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentages of Replies in relation to total Pop. 1 N=150 %	Pop. 4 N=52 %	Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
SOCIAL STRATIFICATION (STATUS, PRESTIGE)			
Physical Aids Used (continued)			
artifical limb or hook	4.6	11.5	Not S
other combinations or devices	32.6	15.3	Significant, % of those using other combinations is much lower among applicants
Education			
up to and including 6 years	6.6	11.5	Not S
grammar school completed	12	1.9	Significant, % for applicants with grammar school completed is much lower
8th grade	8	5.7	Not S
High School incomplete	21.3	44.2	Significant, % for applicants with High School incomplete is much higher
High School complete	27.3	15.3	Not S
Some College but not completed	10	15.3	Not S
College graduate	1.3	3.8	Not S
Type of Present Job			
bench	42.7	9.6	Significant, % of bench workers is much lower with applicants
clerical	12.6	13.4	Not S
managerial	5.3	3.8	Not S

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentages of Replies in relation to total		Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
	Pop. 1 N=150 %	Pop. 4 N=52 %	
SOCIAL STRATIFICATION (STATUS, PRESTIGE)			
Plans for Special Training			
clerical	1.3	11.5	Significant, % for applicants in clerical category is much higher
trades	7.3	3.8	Not S
Plans for Adult Education			
Music			
yes	15.3	17.3	Not S
no	41.3	55.7	Not S
Drawing and Painting			
yes	12	13.4	Not S
no	40.6	57.6	Significant, % for applicants not planning drawing and painting courses is much higher
Photography			
yes	18.7	13.4	Not S
no	36	53.8	Not S
Woodworking			
yes	18	19.2	Not S
no	37.3	53.8	Not S
Commercial Subjects			
yes	6.6	9.6	Not S
no	34	51.9	Significant, % of applicants not planning to take commercial subjects is much higher

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentages of Replies in relation to total		Level of Significance using 5% according to Chi-Square Test. In the column, below S= Significant N.S= Not Significant
	Pop. 1 N=150 %	Pop. 4 N=52 %	
SOCIAL STRATIFICATION (STATUS, PRESTIGE)			
Agencies Contacted			
none	23.3	30.7	Not S
Federal	6.6	9.6	Not S
State	32	15.3	Significant, % reporting State Agency contact is much lower with applicants
Federal and State	5.3	1.9	Not S
State and local	10	23.1	Significant, % reporting State and Local Agency contacts is much higher with applicants
Plans for Employment Elsewhere			
plan own business	10	11.5	Not S
either will have own business or seek job another industry	11.3	19.2	Not S
SOCIO-ECONOMIC FACTORS			
Receive Special Training related to handicap			
none	36	48.1	Not S
some training	32	25	Not S
Number of Jobs Held in 5 years Before Present Employment or application			
none	14.0	3.8	Significant, % who held jobs 5 years before is much lower among applicants

TABLE 52 (continued)

Comparison of Abilities, Incorporated Population I and Population IV (continued)

Item Content	Percentages of Replies in relation to total		Level of Significance using 5% according to Chi-Square Test. In the column below S= Significant N.S.= Not Significant
	Pop. 1 N=150 %	Pop. 4 N=52 %	
SOCIO-ECONOMIC FACTORS			
Number of Jobs Held in 5 years Before Present Employment or application (continued)			
1 job	42	17.3	Significant, % who held 1 job is far lower among applicants
2 jobs	20	21.1	Not S
3 jobs	12	7.6	Not S
4 jobs	2.6	3.8	Not S
Type of Present Job			
unemployed	0	48.1	Significant,
bench	42.7	9.6	Significant, % of those reporting - bench workers is far lower among applicants
clerical	12.6	13.4	Not S
managerial	5.3	3.8	Not S
Expect to Stay Permanently with Present Employer			
unemployed	0	48.1	Significant,
yes	74.7	21.1	Significant, % of applicants reporting they expect to remain is far lower

PART FIVE

CHAPTER XI

GENERAL DATA ABOUT THE FAIRCHILD PLANT

FAIRCHILD ENGINE DIVISION

The large industrial company of which this plant is a part originated in 1925, for the production of airplanes. In 1926, the company began the manufacture of engines, and, in 1936 a consolidation known as Fairchild Engine and Airplane Corporation took place. At the present time, the corporation operates on Long Island a number of divisions including Guided Missiles, Stratosphere, Al Fin and Fairchild Engine Division.

In the Fall of 1955, Fairchild Engine Division of Fairchild Engine and Airplane Corporation moved to its new plant at Deer Park, a rapidly growing section in Western Suffolk County about 50 miles from New York City.

Mr. George M. Chapline is Vice President and General Manager. With him at this plant are associated a number of other officers and divisional personnel among whom are Mr. Felix Gardner, Manpower Management Director; and Mr. Leo McLeod, Safety Engineer.

The company produces jet engines and locomotive parts; it also does engineering work on a contractual basis for other firms.

At the time of the sampling, the work force consisted of 1600 employees (400 engineers, 600 machine operators, 600 clerical and supervisory personnel).

Workers are hired by direct application, advertising being used to obtain workers with special skills. There is no special employing policy for handicapped workers; a minimum amount of job-engineering is done in relation to the disability, each handicapped person being assigned to work for which he has the required skills.[1]

There is a formal training period with training wages. Beyond that all workers receive the minimum of one dollar ($1.00) an hour plus additional amounts depending upon their skills.

This is a modified open shop; the union is the United Automobile Workers. All production workers are members of the union.

---

1. Categories of jobs in the production plant include coil winding, harness and cable lacing, soldering, wire preparation, electronic equipment assembling, polishing, drilling and counter-sinking, riveting, welding, high frequency induction brazing and mechanical assembly work.

The company observes a 40 hour week, 8 hour day with one half hour for lunch. A large cafeteria provides lunch using a staggered lunch period.

Medical services are provided; a physician and 2 nurses (1 day and 1 night). Medical stations are located at central points throughout the plant.[1]

---

1. Other details about the plant supplied by the company are available in the Project Office.

CHAPTER X11

Fairchild Engine Division: Population 1, Presently Employed

1.

FAMILY CONSTELLATION

Age

TABLE 53

Age

Under 45 years		13
21 years or under	0	
21-25 years	1	
26-35 years	7	
36-45 years	5	
Over 45 years		2
46-55 years	1	
56-65 years	1	
TOTAL		15

8 of the Fairchild workers interviewed are under 35; 5 from 36 to 45, and 2 over 45. There are none over 65. Hence one finds these workers predominantly in the younger portion of the population. With long tenure at the plant and many years ahead for their services, it would seem important to consider whether there will be further opportunity for upgrading on the job — granted that their handicap does not restrict them from this mobility on the job.

FAMILY CONSTELLATION (continued)

Sex and Marital Status

TABLE 54

Sex and Marital Status		
Male		13
Single	1	
Married	12	
Female		2
Married	1	
Divorced	1	
TOTAL		15

Of the 15 presently employed workers at Fairchild Engine Division, 12 males and 1 female, a total of 13 (86.6%), are presently married. 1 female is divorced; thus if the 13 presently married and the 1 female divorced are combined, it is seen that 14 of the 15 workers have been married. 1 individual, male, in this population is single.

Plans to Marry

13 of this group are already married and 2 plan marriage. Hence it is seen that in all, the tendency toward association either exists already or is a potential.

FAMILY CONSTELLATION (continued)

Ages of Own Children at Home

5 of the 15 have no children at home; 7 (almost half) have young children under 12 at home; other replies, 3.

Children Outside Home

11 (73.3%) of the 15 indicate that they do not have children outside the home. 1 reports children outside the home and on 3 the information is not recorded.

Persons in Household Other Than Self

1 lives alone. 4 of the 15 live with spouse only. 8 others live with spouse and own children; 1 lives with spouse and one or both parents; 1 lives with one or both parents.

TABLE 55

Number of Persons in Household Other Than Self	
None	1
1 person	4
2 people	5
3 people	2
4 people	2
5 people	1
TOTAL	15

1 of the 15 persons lives alone. Of the remaining 14, it is

FAMILY CONSTELLATION (continued)

seen that 4 live with one other person only; 9 live in households where there are from 2 to 4 people other than self. 1 lives in a household where there are 5 other persons. One concludes then that these families represented in the sample are small-group centered; a situation which is of significance in potentialities as an intimate primary group.

Handicapped Persons in Household

TABLE 56

Handicapped Persons in Household	
No one	9
Spouse	1
Omitted or data not available	5
TOTAL	15

9 (60%) report that there are no handicapped persons in their household; while 1 reports a handicapped spouse. Since 60% report no one else handicapped in the house, one wonders whether the handicapped tend to marry non-handicapped.

FAMILY CONSTELLATION (continued)

Summary

Findings from the 15 workers show that they are almost all marriage-focused and family-centered. 12 live in their own nuclear family. The workers in a younger age group themselves, in the main have family groups that are young.

2.

ECOLOGICAL FACTORS

Age and Marital Status

Details on this category are recorded under family constellation. 14 have been married; hence almost all have had their own nuclear family group and a sense of belonging.

Employee's Birthplace

TABLE 57

Employee's Birthplace

Suffolk	3
New York City	10
outside New York City and Long Island but in the United States	1
Other country	1
TOTAL	15

The birthplace of 10 of the 15 was New York City. 3 others were born in Suffolk County (the location of the plant). Only 1 came from another part of the United States. Only 1 of the 15 was born outside the United States.

Thus these are New York metropolitan area people by birth.

ECOLOGICAL FACTORS (continued)

Parents' Birthplace

TABLE 58

Parents' Birthplace

Long Island or New York City - both parents	7
United States other than New York City or Long Island - both parents	1
Other Country - both parents	3
1 parent born on Long Island or New York City and other somewhere in United States	1
1 parent born on Long Island or New York City and other in another country	2
United States but no locale indicated	1
TOTAL	15

7 of the 15 (nearly 50%) report that their parents were born on Long Island or New York City. 3 others report that their parents were born elsewhere in the United States. Hence, 10 in all (66.6%) were born in this country. 3 employees report that both their parents were born in another country and 2 report 1 parent born in another country —total 5 with background of other-country birth.

Citizenship

14 of the 15 presently employed persons interviewed at Fairchild are citizens (12 male, 2 female) on the other 1 a reply is not recorded.

ECOLOGICAL FACTORS (continued)

Name of Present Community

TABLE 59

Name of Present Community

Suffolk County	4
Nassau County	6
Queens County	1
Brooklyn	1
Omitted	3
TOTAL	15

Not quite a third of the employees interviewed live in Suffolk, the setting of the plant. 6 others live in next-door Nassau County; therefore, there are 10 located within the two-county radius. 1 lives in Queens County and 1 makes the journey from Brooklyn — $2\frac{1}{2}$ to 3 hours away. 3 are not recorded.

Home Ownership; Tenancy

11 (73.3%) of the 15 persons interviewed own their homes; thus showing possibility of feelings of rootedness. 2 rent their house; 1 rents an apartment; and 1 lives with parents.

Number of Changes in Residence in Past 3 Years

TABLE 60

Number of Changes in Residence in Past 3 Years

No change	10
One change	5
TOTAL	15

ECOLOGICAL FACTORS (continued)

Number of Changes in Residence in Past 3 Years (continued)

The 15 employees show stability of residence — 10 (66.6%) having made no change in the past three years and 5 having made only one. Thus one may expect to find a certain amount of feeling of rootedness present. One can also conclude that there is a certain amount of stability of status in the low mobility rate.

Kind of Changes in Address

TABLE 61

Kind of Changes in Address

No change	10
From city to suburb	2
Suburban to suburban	3
TOTAL	15

10 of the 15 interviewed had made no change. In the case of 2 others, an adjustment was made from city to suburb and 3 from suburban to suburban community. There are no data on the particular status they find in the particular neighborhood in the suburban address. One may hypothesize, however, that of the 3 who moved from suburb to suburb, the patterns of the few had much in common, hence feelings of uprootedness may have been at a minimum.

3.

SOCIAL STRATIFICATION

Age (See family constellation)

These are predominantly younger workers with a long period ahead available for maintaining or improving status and achieving goals.

Sex and Marital Status (See family constellation)

1 is single. (This employee plans to marry).

14 have been married, thus have experienced the positive status accorded to the married in our society.

Kind of Handicap

TABLE 62

Kind of Handicap

Amputation	1
Arthritis	1
Deafness	1
Osteomyelitis	1
Paralysis	1
Post poliomyelitis	2
Speech defect	1
TB arrested	2
Visual impairment	4
Unclassifiable	1
TOTAL	15

SOCIAL STRATIFICATION (continued)

Extent of Handicap

TABLE 63

Extent of Handicap

One lower extremity	2
One upper extremity	1
Both lower extremities	1
One lower and one upper extremity	1
Involvement of sense organs	6
Hands impaired	1
Other deficiencies, and not recorded	3
TOTAL	15

It is seen that many, if not most, of these employees have had a serious handicap to meet; despite this fact they have achieved status in occupation.

Multiple Handicap

13 of the 15 employees report that they have no multiple handicap. 1 reports orthopedic-vision; and 1 reports vision-hearing impairment.

Hence most of them do not have to cope with more than one kind of handicap.

Ages of Children (See family constellation)

10 of these workers have children at home, hence have status a s parents.

SOCIAL STRATIFICATION (continued)

Length of Time in Hospital

9 of the 15 workers had either no hospitalization or hospitalization up to 6 months in duration.

4 spent from 6 months to 5 years or more in the hospital. (Data are not reported on the other 2.) Despite the dependency which a long hospitalization often entails it is significant that these 4 persons showed motivation for work and have now gained or regained occupational status.

Physical Aids Used

8 of the 15 workers do not indicate that they do not use a physical aid. 3 use a combination or device (data are not reported on 4).

Education

Data are not reported on 1. Of the 14 others 1 employee attended school through the 8th grade. 13 reported high school education or above (in this group of 13 there are 4 college graduates).
Hence most of them are in a position to feel a certain degree of educational status.

SOCIAL STRATIFICATION (continued)

Transportation

12 of the 15 drive their own car. The 3 others, however, use a car pool and have this experience in small group contact twice daily. Whether any friendships have been formed in this association is not known.

Plans for Special Training or Education

On 1 the data are not reported. Of the other 14, there are 5 employees who do not plan to take further special training or education; 1 plans to take a business administration course; 2 plan to take engineering courses; and 6 plan to take other training.

A majority (9) thus shows potentiality for upward mobility. in educational status.

Military Record and Status

11 of the 15 reported no military service; 2 were in the Army and 2 in the Navy. 2 were commissioned officers.

SOCIAL STRATIFICATION (continued)

Length of Unemployment Immediately Prior to Present Employment

With 8 not reported, or unclassifiable, the data on 7 are as follows:
4 had not been unemployed; 1 had been unemployed for a period less than 6 months; 1 had been unemployed from 2 to 5 years; 1 had never worked. For 3 of the persons who reported, then, this job came after a period of unemployment (which in 2 instances was for 2 years or more) and offered a real chance to gain occupational status.

Home Ownership: Tenancy

11 of the 15 employees own their home; 2 rent a house; 1 lives with parents; and 1 rents an apartment.
Hence most of them have status as homeowners - an important value in a suburban community.

Reason for Last Change in Address

10 of the 15 employees have made no change in address in the past 3 years. 5 changed their residence.
In the case of 3 (1 purchasing a home and 2 moving to larger quarters) upward mobility of status is suggested.

SOCIAL STRATIFICATION (continued)

Type of Present Job

2 of the 15 employees are clerical workers; 1 is in the managerial category; 12 are employed in various other kinds of job, including sub-professional and professional.

Agencies Contacted; Reasons for Contact

9 of the 15 report no contact with agencies; 3 contacted a Federal agency and 1 a State agency; 2 contacted other types of agency.

Of the 6 contacting an agency, the contact of 2 was for the purpose of obtaining pension funds; 1 for the purpose of obtaining physical aids; 2 for a combination of reasons; 1 not reported.

Summary

The chief detracting force in the life situation of most, if not all of these 15 workers appears to have been the problem of handicap - and that handicap a severe one in a number of instances. Unemployment was a long-standing problem for 3 persons.

On the other side of the balance sheet there have been many

SOCIAL STRATIFICATION (continued)

sustaining forces at work with these employees:

Mastery of the disabling features of the handicap; youthful age and potentials for upward mobility for many of them; opportunities for the 2 older workers; the presence of the primary group (nuclear and extended) as reported by so many; status as parents (10); no unemployment for 4 persons immediately prior to this job; basic education through all or part of high school for 13 (and 4 of these with college training); a job as "white collar" worker which carries a certain status (15); ownership of home (11); ownership and driving of car (12).

4.

GROUP FACTORS

Age

Reference has been made to age groupings under the category Family Constellation. The largest category is that of the younger worker.

Marital Status: Persons in the Household and Number in Household

It has been noted that there is a strong emphasis upon the family or primary group among these employees, and also that the size of the family group tends to be small with nuclear group augmented in some instances by extended circle with parents present. Also it has been found that some are living still in the parental group. owing to the fact that most of the workers are in the younger age group, and that a least half the total number of children reported are under 12 years of age, it appears that the families of these workers are young groups.

GROUP FACTORS (continued)

How Many Close Friends

TABLE 64

How Many Close Friends	
None	1
A few (3-8)	3
Many (8 or more)	9
Unclassifiable	1
Omitted or data not available	1
TOTAL	15

1 employee reports no close friends. 12 of the 15 (80%) have from 3 to 8 or more friends. This ability to relate to others runs high in this group. Coupled with the fact that predominantly they are married, one sees then a high degree of contact with others.

Type of Handicap; Number of Close Friends

TABLE 65

Type of Handicap; Number of Close Friends	
Amputation (1)	None
Arthritis (1)	3 to 8 or more
Osteomyelitis (1)	8 or more
Paralysis (1)	8 or more
Post Poliomyelitis (2)	3 to 8 or more
Speech defect (1)	8 or more
TB arrested (2)	2
Visual impairment (3)	8 or more
Other (3)	Unclassifiable

GROUP FACTORS (continued)

It is seen that 11 with serious involvements have close friends. Since the friendships are of long standing it may be that they antedated the handicap.

How Long Known Close Friends

Not reported, 1. One person reports that he has no close friends. 13 of the 15 have known their friends for a long time, thus have enjoyed a long-continued interpersonal contact.

How Got to Know Close Friends

1 reports that he has no close friends. None reports close friends from present job; one reports associates from previous job. Four report that they got to know their close friends through the neighbors. Thus family and neighbors are seen as basic primary group contacts.

Number of Leisure-time Activities Engaged in with Friends or Members of Family

11 of the 15 persons reported engaging in leisure-time activities with friends. The number of their activities ranged from 1 to 5 activities. 4 persons reported engaging in 5

GROUP FACTORS (continued)

activities, thus showing a diversity in the kinds of experiences shared.

Number of Clubs or Groups with Which Affiliated

11 of the 15 persons report affiliation with 1 to 3 groups (inclusive); 1 employee reports affiliation with 5 groups (data on 3 not listed). Thus one sees that nearly three-fourths of these 15 workers report having an identification with clubs or groups.

Summary

Interrelationships with others runs high in this group — chief affiliations being the family circle and close friends whom they have known for a long time. It has been noted also that there is club affiliation reported by a majority of the members. Hence one sees that these workers have a rather rich interpersonal experience outside the job.

5.

SOCIO-ECONOMIC

Wage

A general statement regarding wage is made in the general information about the plant. The factor of wages was not in the schedule of the project.

Age

See family constellation on this item. 13 of the 15 persons are within the ages of 26 and 45 years, 1 is in the age range between 46 and 65. Hence these interviewees are predominantly younger workers.

Sex and Marital Status

13 of the 15 are married. These are males. 1 is single (male) and 1 is divorced (female). Hence the majority have obligations as heads of household (data not available on obligations of the single male and 1 divorced female).

Ages of Own Children at Home; Children Outside of Home

See family constellation on this item.

SOCIO-ECONOMIC (continued)

Education

TABLE 66

Education

8th grade	1
High school complete	5
Some college but not completed	4
College graduate	4
Insufficient data	1
TOTAL	15

Thus it is seen that 13 of the 15 report high school education or above; in this group of 13 there are 4 college graduates. Most of them, therefore, have had average or somewhat better than average basic education.

Length of Unemployment Immediately Prior to Present Employment

Replies are not recorded for 8. Of the 7 with replies recorded, 4 report no unemployment, 1 for less than 6 months, 1 from 2 to 5 years; and 1 had never worked.

Type of Work; Plans for Further Special Training

2 of the 15 persons interviewed are clerical workers. 1 is in managerial category and 12 are in sub-professional or professional work.

SOCIO-ECONOMIC (continued)

5 of the 15 do not plan further special training or education. 9 of the 15 reported as follows: 1 plans to take courses in business administration, 2 in engineering, and 6 in other special courses. On 1 the data are not available.

Tenure on Present Job

TABLE 67

Tenure on Present Job	
1 to 2 years	2
2 to 3 years	1
3 to 5 years	4
5 years to longer	8
TOTAL	15

Most of these workers (12) have been working at the present job for a period of more than 3 years. All have been with the company for more than a year.

Plans for Employment Elsewhere

Data are not recorded on 3 of the 15. Of the remaining 12, 3 plan to have their own business, and 9 have no plans to work elsewhere.

SOCIO-ECONOMIC (continued)

Job Skills Used From Special School or Training

7 of the 15 report that they are using job skills from special schooling outside the hospital. 4 report that they are not using job skills from either special schooling or training. Data are not available on 4.

Home Ownership: Tenancy

A large majority, 11 of the 15, own (or are buying) their home; 2 rent a house; 1 rents an apartment; and 1 lives with parents.

Number of Jobs Held in 5 Years Before Present Employment

2 reported unemployment in the preceding 5 years; 4 persons had held 1 job; 2 persons had held 2 jobs, (hence 6 of the 15 had shown one or two job changes). 1 employee had changed employment 3 times, but it is not shown what significance he attached to this mobility. On 6 replies were unclassifiable.

6.

FAIRCHILD: POPULATION 1, PRESENTLY EMPLOYED:

PROFILES

In order to gain as full an understanding as possible of the factors which have played a part in job and community life of the handicapped employees interviewed at Fairchild, some profiles are presented here.[1]

Code 7

This 41 year old woman was born in a suburb of New York City of parents who were both born in New York City. She has had arthritis in her extremities for 17 years. She was married 4½ years ago. They own their home in Nassau County and she drives her own car.

She attended college where she majored in mathematics. She went to a vocational training school for handicapped where she studied drafting.

She is now holding her first job. She felt nervous in applying. She finds it interesting -- it does not become monotonous. She has definite plans to take further mathematics courses in the near future.

She has a few close friends whom she came to know through school and neighbors, and is affiliated with a local civic group and with a women's band.

She contacted the New York State Rehabilitation Service but no other agencies.

---

[1] Grateful acknowledgement is made to the workers who gave the information. To safeguard anonymity, all names have been deleted. Certain categories of handicaps were selected and the first number filed under each category was drawn.

CHAPTER XIII

FAIRCHILD: POPULATION 2 FORMERLY EMPLOYED WHO WAS NOT RETAINED; POPULATION 3 FORMER WORKERS WHO LEFT FOR POSITIONS ELSEWHERE.

1.

POPULATION 2 FORMERLY EMPLOYED WHO WAS NOT RETAINED

What are the social factors present in the cases of the former employee not retained, and upon former employees who made other arrangements? In the following pages profiles are given which may throw some light upon the subject.

Code 1

This young man has an amputation of one arm; he wears an artificial device.

He was born in Nassau County having moved from greater New York within the past three years. He is married and has four young children.

He attended college one year. Prior to coming to this plant he held two jobs, one at $65 a week which he left to attend school; the next at $50. He had been unemployed for one year before coming to the present plant. At Fairchild he worked as a bench hand at $1.67 per hour from August, 1954, until November, 1954. It was stated that he was well liked. He was discharged because of some legal problems.

2.

POPULATION 3 FORMER WORKERS WHO LEFT FOR POSITIONS ELSEWHERE

Some data were obtained regarding three formerly employed workers who were not retained and found it necessary to make other plans. Interviews were not conducted with these workers, the data being

supplied by the company.

While the number is small this exploratory review suggests certain basic rehabilitation concepts which are present in the situations of the three workers involved and points the way to further study.

Code 1A

This 32 year old man was an amputee having lost his left forearm. He wears an artificial hook. He lives in Nassau County with his wife and two children, nine and three in a home which they own.

He had two years of high school education.

After the War he became successively an assembler (for a few months); an inspector (for four years); and an automobile parts worker (for a few months). On the first job he was laid off, went south for the second job and left this position for another job in the same state. In 1954 he left the south because he did not like the climate.

He began work at Fairchild on May 17, 1954; and was laid off on June 14, 1955 because of reduction in work force. Here he was a welding inspector earning a wage of $1.98 an hour; he stated that he liked the job because he liked the people and the surroundings.

He has many close friends and is very active in work with children and young people. He is described as well-liked -- a person who shows no bitterness.

At the time of the sampling of data it was indicated that the company planned to re-employ him soon.

This young man illustrates the fact that though he has the disability of having only one arm, he has made full use of prosthetic aids and has a mastery over his handicap. He has had motivation for self support. He has a rich experience in interpersonal relationships.

Code #2

This young man of 27 has a visual impairment -- the loss of his right eye, in childhood. He wears an artificial eye.

He lives with his wife in Queens County and used his own car for transportation to the plant. He is a high school graduate.

Prior to work at Fairchild he was a stock clerk and sales clerk at a drug store earning $40.00 a week. He left this job for a job in a retail store -- the same type of work paying $50.00. He then took a job as a driver for a service company, at a wage of $55.00 a week.

He began work at Fairchild on 6/25/51 as a bench hand, at a wage of $1.89 per hour and worked until 7/8/55 when he was laid off because of a reduction

in force. He indicated that he liked this job because of better pay.

He has a few friends, and enjoys a game of bowling in company with others.

This young man, though having sight in only one eye had shown an upward trend in wage-earning since his start at 19 years. It appears that the job at Fairchild represented an opportunity to acquire new basic mechanical skills.

It would be interesting to know whether he is now employed and whether or not he is able to apply his skills and experience to advantage.

Code #3

This 39 year old man had an amputation of the left leg below the knee. He wears a wooden leg.

He lives with his wife and 2 children, ages 7 and 5, in Suffolk County; and has a few close friends.

He was graduated from elementary school.

Data regarding any earlier work history he may have had are not available.

From 1947-49 he was a carpenter at a wage of $110. a week; he left because of illness. From 1950 to 1952 he held two jobs (one as a carpenter at $110. a week, but was laid off because of lack of work; the second in building at $75. a week, but was laid off again). He was not unemployed before coming to Fairchild.

He learned of this plant through a friend who was non-handicapped.

> He began work at Fairchild on 1/14/52 as a machine operator (first class) earning $2.17 an hour, and was laid off because of reduction in force on 7/15/55. He was recalled in November, 1955 but did not respond to the call.

This former employee has had considerable training and experience in operations which he can put to use (carpentry, machine operating). The impairment itself which he has mastered through an artificial device seems to have played only a minor part in relation to his job opportunities.

In all three of these instances, it is seen that adjustment to handicap has taken place and it is believed that the fact of handicap itself has been only a minor deterrent, if any, to successful performance on the job.

CHAPTER XIV

FAIRCHILD: POPULATION 4, APPLICANT

While there is but one applicant who was interviewed, there are certain data from this one situation which can be regarded as significant in a pilot study.

Code #25

This 30 year old man suffered a cardiac attack two years ago.

He was born in Brooklyn of Brooklyn-born parents; is married and lives with his wife and 4 year old daughter in his own house in Nassau County, after living in a smaller rented house. He drives his own car. He is a high school graduate and has had some college work in journalism. He served in the Navy in World War II as a non-commissioned officer; and afterwards he was a newspaper reporter, but had to give up his work for health reasons. Then, because of his health condition, he took a messenger job at a salary reduced to $25. a week. Except for a part-time job of three month's duration he had been unemployed for the past year prior to the application at this plant. He has six close friends whom he has known since school days. He engages in recreational activities in company with others (movies, TV, card playing, and visiting) and he volunteers the information that he became a member of a church group a few months ago. Alone, he reads, writes short stories, and takes drives in his car. He would like to take courses in short story writing. He has contacted the New York State Employment Service and a county health agency.

In the situation of this applicant there is seen the predicament

FAIRCHILD: POPULATION 4, APPLICANT (continued)

of a person who because of a health condition which he has not been able to master sufficiently, has suffered loss of his old job, worked at a greatly reduced wage, was unemployed when he made application at the Fairchild plant and presently is still unemployed. His outlook for the future is as yet only partially crystallized into a plan for vocational self-sufficiency.

PART SIX

CHAPTER XV

DISCUSSION OF FINDINGS: SOME FURTHER PLANS

In this first interim report it is seen that certain goals in accordance with the original research design have been attained and that others are in process of attainment.

At the outset it was the plan to study the nature of the social factors in the situation of handicapped workers at two industrial plants with respect to their job and community life. The plan was put into effect, and in many respects findings have been made available, through the use of a framework of sociological categories.

The Presently Employed

In the case of presently employed workers interviewed at the two plants it was seen that they are doing a day's work, show regular attendance, and are earning their way. These workers have varying kinds and degrees of handicap which in most cases have called for major adjustment in order to hold a job. It can be said that they are productive. They have shown themselves employable in an industrial setting which expects of them a job performance equal to that of the non-handicapped. Many young workers have learned new skills and are applying them at the job; and older workers are finding new opportunities.

In their home and community life these workers appear to be very much like the other people in various settings on Long Island whom the Adelphi staff members have come to know through making neighborhood and community studies.[1]

They have strong ties of family and many have a few close friends. Neighbors appear to play an important part with many. However, it is an impression, that they tend to have somewhat limited connections with groups outside the immediate family circle and vicinity.

Formerly Employed

While the sample of those formerly employed has been small, this pilot study which has been made suggests the hypothesis that there are many needs for counseling to assist these workers in their change over to other types of work and setting.

---

[1]New Hope Guild—Adelphi Neighborhood Study in Brooklyn, Westbury Community Study, Hempstead Neighborhood Survey, Bayside Neighborhood Study, Richmond Hill Neighborhood Study, Freeport Community Survey.

Applicants

Here is seen the predicament of many who have not yet found their niche. Fifty-two applicants were interviewed and information is available from the company files on a number of others. It was noted that 25 of 52 applicants interviewed who sought jobs at Abilities are still unemployed, and that the one Fairchild applicant also, is unemployed. Some of these persons are not yet trained for the work that they might do, and some are so handicapped by reason of physical or mental health that it is well-nigh impossible for them to obtain and keep a job. Some others have indicated that they are not satisfied with the jobs which they have found and plan to change.

A further study should be made of the factors which appear to be differential in their experience in their social and community life.

Comparisons of The Two Plants

An attempt has been made to consider any likenesses and any differentials between the workers at the two plants.

For the present for reason of differences in number and in the categories of work, comparison has not been possible on an extensive scale. It is hoped that in the future such comparisons can be accomplished and that these will be a part of the next steps in the study.

In this first year there have been three main lines of development:

(1) Basic data have been produced which can be utilized in all follow-up research of the Project.

(2) The groundwork has been laid for a study of even broader scope which may throw light on the total continuum that exists in the rehabilitation process (medical treatment and rehabilitation, work in sheltered workshops, experiences of special types, and jobs in open industry).

(3) Interpretation has been made of the findings concerning the handicapped worker to members of the community at large locally and in other parts of the country. This function of an educational nature has been viewed as one of the main related objectives of the Project and appropriate to an educational setting such as the College.

(4) The members of the interdisciplinary research team have worked together in new endeavors that have been found of common importance to all; and the experience has shown certain ways by which professional workers can integrate their operations in a mutual helpful plan of unified services to help the handicapped.

The study has provided opportunity for students in several disciplines to gain practical experience in research methods under supervision and to learn more about the large field of rehabilitation.

Some Proposed Next Steps

In the coming year the original design will be adhered to, but it will be broadened in scope.

The following outline indicates the main aspects of the plan:

1. A study of population in contact with the New York State Division of Vocational Rehabilitation (The University of the State of New York, The State Education Department) Regional Nassau-Suffolk County Unit.

2. A study of the handicapped population in certain sheltered workshops and rehabilitation centers in the metropolitan area (workers from these shops will sometimes seek jobs in plants on Long Island).

3. A study of handicapped persons of employable status encountered by public health nurses on their home visits.

4. Continued relationships with Fairchild Engine Division.

5. A continued study at Abilities Incorporated to include interviews with other applicants and a study of social life at the plant after the removal to the new setting.

6. Obtaining data from another open competitive industry or business on Long Island.

7. Continued Community Neighborhood Study to test the findings regarding the handicapped worker with those of the general patterns of the community.

Thus in the second year the original design will be maintained. The scope will be broadened, however, to include a study in several additional settings. It is hoped that these endeavors will throw further light upon the needs of the handicapped and that the knowledge will be of assistance in helping the handicapped worker to make the most effective use of his abilities.

BIBLIOGRAPHY

BOOKS

Arthur, J. How to Help Older People. Philadelphia: Lippincott, 1954.

Bailey, Paul (Editor), Long Island: A History of Two Great Counties, Nassau and Suffolk, 2 Vols. New York: Lewis Historical Publishing Company, Inc., 1949.

Barker, Roger G., in collaboration with Beatrice A. Wright, Lee Meyerson, Mollie R. Gonick, Adjustment to Physical Handicap and Illness: A Survey of the Social Psychology of Physique and Disability. New York: Social Science Research Council, Bulletin No. 55, 1953.

Barton, Betsey, And Now To Live Again. New York: D. Appleton-Century Company, Inc., 1944.

Baylor, Edith Miriam H., and Monachesi, Elio D., The Rehabilitation of Children; the Theory and Practice of Child Placement. New York: Harper and Brothers, 1939.

Berry, Mildred F., The Defective in Speech, New York: F. S. Crofts and Company, 1947.

Best, Harry, Blindness and The Blind in the United States. New York: The Macmillan Company, 1934.

Best, Harry, Deafness and The Deaf in the United States. New York: The Macmillan Company, 1943.

Bridges, Clark D., Job Placement of the Physically Handicapped. New York: McGraw-Hill Book Company, Inc., 1946.

Buchwald, Edith, in collaboration with Howard A. Rusk, George G. Deaver, and Donald A. Covalt, Physical Rehabilitation for Daily Living, (1st Edition), New York: McGraw-Hill, 1952.

Caplow, Theodore, The Sociology of Work. Minneapolis: The University of Minnesota Press, 1954.

Cardwell, Viola E., Cerebral Palsy, Advances in Understanding and Care. New York: Association for the Aid of Crippled Children, 1956.

Carlson, Earl R., (M.D.), Born That Way. New York: The John Day Company, 1941.

Cass, Marion T., Speech Habilitation in Cerebral Palsy. New York: Columbia University Press, 1951.

Chase, Stuart and Tyler, Marion, Men At Work; Some Democratic Methods for the Power Age. New York: Harcourt, Brace and Company, 1945.

Dacso, M.M. (M.D.), Novey, Joseph, Kristeller, Edith L. (M.D.), Rusk, Howard A. (M.D.), Survey of Ninety-Five Custodial Patients in a Municipal Hospital. Geriatric Rehabilitation Service, Goldwater Memorial Hospital. Rehabilitation Monograph VII, New York: The Institute of Physical Medicine and Rehabilitation, New York University - Bellevue Medical Center, 1954.

Derner, Gordon F., Aspects of the Psychology of the Tuberculous. New York: Hoeber, 1953.

Donahue, Wilma, Rae, James Jr., and Berry, Roger B., (Editors, with a Foreword by Everett J. Soop) Rehabilitation of the Older Worker. Michigan University, Conference on Aging, Ann Arbor: University of Michigan Press, 1953.

Dunton, William Rush and Licht, Sidney (Editors), Occupational Therapy; Principles and Practice. Springfield, Illinois: Thomas, 1950.

Elledge, Caroline H., The Rehabilitation of the Patient; Social Casework in Medicine, (With a Foreword by Philip D. Wilson), Philadelphia: J.B. Lippincott Company, 1948.

Ellsworth, John S. Jr., Factory Folkways, A Study of Institutional Structure and Change. New Haven: Yale University Press, 1952.

Field, Minna, Patients are People: A Medical-Social Approach To Prolonged Illness. New York: Columbia University Press, 1953.

Floyd, W.F. and Welford, A.T. (Editors), Symposium on Human Factors in Equipment Design. (The Ergonomics Research Society Proceedings, Volume II), London: H.K. Lewis and Company Ltd., 1954.

Friedmann, Eugene A. and Havighurst, Robert J., (and others), The Meaning of Work and Retirement. Chicago: The University of Chicago Press, 1954.

Garrett, James F. (Editor), Psychological Aspects of Physical Disability. Federal Security Agency, Office of Vocational Rehabilitation, Rehabilitation Service Series Number 210 Washington, D.C.: U.S. Government Printing Office, 1952.

Gilbert, J., Understanding Old Age. New York: The Ronald Press, 1952.

Hamilton, Kenneth W., Counseling and the Handicapped in the Rehabilitation Process. New York: Ronald Press Company, 1950.

Hanman, Bert, Physical Capacities and Job Placement. Stockholm: Nordisk Rotogravyr, 1951.

Havighurst, Robert J. and Albrecht, Ruth, Older People. New York: Longmans, Green and Company, 1953.

Hodgson, Kenneth Walter, The Deaf and Their Problems.A Study in Special Education. (With a Preface by Sir Richard Paget), London: Watts, 1953.

Homans, George C., The Human Group. New York: Harcourt, Brace and Company, 1950.

Hunt, Valerie V., Recreation For the Handicapped. New York: Prentice-Hall, 1955.

Jaffee, A. J. and Carleton, R.O., Occupational Mobility in the United States 1930 - 1960. New York: King's Crown Press,Columbia University, 1954.

Kessler, Henry Howard, in collaboration with other authors, The Principles and Practices of Rehabilitation. Philadelphia: Lea and Febiger, 1950.

Kessler, Henry H., Rehabilitation of the Physically Handicapped. (Revised Edition), New York: Columbia University Press, 1953.

Lasser, J. K. (C.P.A.) Editor, Business Management Handbook. (Revised), New York: McGraw-Hill Book Company, 1954.

Lende, Helga (Editor), What of the Blind? 2 Vols., New York: American Foundation for the Blind, Inc., 1938 - 1941.

Livingston, Robert T., The Engineering of Organization and Management. New York: McGraw-Hill, 1949.

The Long Island Association's Report on the Buying Power of Long Island. Reproduced from the 1955 Survey of Buying Power by Sales Management Magazine, May 10, 1955.

Lytle, Charles Walter, (M.E.), Job Evaluation Methods. (2nd Edition) New York: The Ronald Press Company, 1954.

Mannello, George, Our Long Island. New York: Noble and Noble, 1951.

Mayo, Elton, The Human Problems of an Industrial Civilization. Boston: Division of Research, Graduate School of Business Administration, Harvard University, 1946.

Mills, C. Wright, White Collar: The American Middle Classes. New York: Oxford University Press, 1951.

Morrissey, Alice B., Rehabilitation Nursing. (Foreword by Howard A. Rusk), New York: Putnam, 1951.

Neuschutz, Louise, Jobs for the Physically Handicapped. (With a Foreword by W.R. Dunton, Jr., M.D.), New York: B. Ackerman, Inc., 1944.

Onderdonck, Henry Jr., Revolutionary Incidents of Suffolk and Kings Counties. New York: Leavitt and Company, 1949.

Parker, William R., Pathology of Speech. New York: Prentice-Hall, 1951.

Pinter, Rudolf, Eisenson, Jon, and Stanton, Mildred, The Psychology of the Physically Handicapped. F.S. Crofts and Company, 1941.

Planty, Earl G. and Freeston, J. Thomas, Developing Management Ability. New York: The Ronald Press Company, 1954.

Pohl, John F.M., Cerebral Palsy, St. Paul: Bruce Publishing Company, 1950.

Riviere, Maya, Rehabilitation of the Handicapped: A Bibliography 1940 - 1946. 2 Vols., New York: National Council on Rehabilitation, 1949.

Rusk, Howard A. and Taylor, Eugene, in collaboration with Muriel Zimmerman and Julia Hudson, Living With A Disability. Garden City, New York: Blakiston Company, 1953.

Rusk, Howard A. (M.D.) and Taylor, Eugene J., New Hope For the Handicapped: The Rehabilitation of the Disabled From Bed to Job. (Foreword by Bernard Baruch), New York: Harper and Brothers, 1949.

Schilder, P., The Image and Appearance of The Human Body. Studies in the Constructive Energies of the Psyche. New York: International Universities Press, 1950.

Soden, William H. (Editor), Rehabilitation of the Handicapped. A Survey of Means and Methods. (With a Foreword by Sidney Licht), New York: The Ronald Press Company, 1949.

Sylvester, L. Arthur, The Handbook of Advanced Time-Motion Study. New York: Funk and Wagnalls Company in Association with Modern Industry Magazine, 1950.

United States Department of Labor. Bureau of Employment Security. Dictionary of Occupational Titles. (2nd Edition) Volume I Definitions of Titles; Volume II Occupational Classification and Industry Index (2nd Edition) Washington: Government Printing Office, 1949.

Viscardi, Henry Jr., A Man's Stature. Introduction by Bernard M. Baruch, New York: John Day Company, 1952.

Warner, W. Lloyd, and Low, J.O., The Social System of The Modern Factory; The Strike: A Social Analysis. New Haven: Yale University Press, 1947.

Waterman, Theda L. (R.N. B.S. M.P.H) and Lang, Valorus F. (M.S.M.D. FACP) Chronic Illness Today's Major Health Problem: A Challenge to Every Community. St. Louis: The C.V. Mosby Company, 1955.

Wilson, Arthur Jess, The Emotional Life of the Ill and Injured. New York: Social Sciences Publishers, 1950.

Yost, Edna in collaboration with Dr. Lilian M. Gilbreth, Normal Lives for the Disabled. New York: The Macmillan Company, 1944.

Zahl, Paul A. (Editor) Blindness: Modern Approach to The Unseen Environment. Princeton: Princeton University Press, 1950.

REPORTS, PAMPHLETS, AND OTHER MATERIAL

Abilities, Incorporated: Third Annual Report, 1955.

Age is No Barrier. New York State Legislature. Joint Committee on the Problems of the Aging. New York: 1952.

American Medical Association. Handbook of Physical Medicine and Rehabilitation. (Selections authorized for Publication by the Council on Physical Medicine and Rehabilitation, American Medical Association, Chicago) Published for the American Medical Association. Philadelphia: Blakiston, 1950.

Blauch, Lloyd E., Vocational Rehabilitation of the Physically Disabled. (Prepared for the Advisory Committee on Education) Washington: U. S. Government Printing Office, 1938.

Central Council for the Welfare of Cripples, Summary of Legislation and Directory of Organizations For the Care of the Physically Handicapped. London: William Heineman: Medical Books Ltd, 1951.

Employing the Physically Handicapped. A Bibliography. (The President's Committee on Employment of the Handicapped) Bulletin No. 146 (Revised) United States Department of Labor, Bureau of Labor Standards, June, 1953.

Employment and Economic Status of Older Men and Women. Bulletin No. 1092 United States Department of Labor, Bureau of Labor Statistics, May, 1952.

Employment of Physically Handicapped and Older Workers. Summary of a Survey of company practices conducted jointly by the Chamber of Commerce of the United States and the National Association of Manufacturers.

Employment of the Physically Handicapped At The U.S. Naval Ordnance Plant. 7500 W. Roosevelt Road, Forest Park, Illinois.

Goldwater, Leonard J. (M.D.) Bronstein, Lewis H. (M.D.), and Kresky, Beatrice (M.D.), Returning Cardiacs to Work A Guide for Private Physicians, Prepared for the Committee on Cardiac-in-Industry of the American Heart Association. New York: The American Heart Association, 1952.

Goodwill Looks to the Future. Bulletin printed by Goodwill Industries Rehabilitation Center.

Guide for Employers in Hiring the Physically Handicapped. Manual published by National Association of Manufacturers. New York: 1955.

A Guide For the Placement of the Physically Handicapped.
Part I Aircraft Positions Pamphlet 14-1. May, 1952.
Part II Ordnance and Ordnance Stores Positions Pamphlet 14-2. August, 1953.
Part III Shipbuilding Positions Pamphlet 14-3. December, 1953.
Washington: United States Civil Service Commission.

The Handicapped Man For the Job. A publication of the National Association of Mutual Casualty Companies. (no date).

Harvey, Verne K. (M.D.) and Luongo E. Parker (M.D.), "Physical Impairment and Job Performance", Reprinted from the Journal of the American Medical Association, April 7, 1945 Volume 127, pp. 902-907, April 14, 1945 Volume 127, pp. 961-970. Chicago: American Medical Association, 1945.

Health Careers Guidebook. Published by The National Health Council and supported in the Public Interest by The Equitable Life Assurance Society of the United States. New York: 1955.

Hearts in the Balance. American Heart Association, 1955 Annual Report.

Hopkins, R. R., A Handbook of Industrial Welfare. London: Sir Isaac Pitman & Sons, Ltd. 1955.

International Labor Office, Vocational Retraining of Disabled Miners. Third Item on the Agenda. Geneva: 1949.

Long Island Almanac and Year Book, 1929. Nassau and Suffolk Counties. Published by the Brooklyn Daily Eagle. New York: 1929.

Long Island, The Sunrise Homeland, 1954. Garden City: Published by The Long Island Association, 1954.

McCoy, Georgia F. (M.S.) and Rusk, Howard A. (M.D.), An Evaluation of Rehabilitation — A Study of 476 Cases with a Detailed Follow-Up Study of 208 Cases Discharged in 1949 from the Physical Medicine and Rehabilitation Services of the New York University - Bellevue Medical Center. (Rehabilitation Monograph I) New York, The Institute of Physical Medicine and Rehabilitation, New York University - Bellevue Medical Center, 1954.

Minutes of Organizational Meeting Employer Sub-Committee The President's Committee on Employment of the Physically Handicapped. January 28, 1955, Bulova Park, New York.

Modern Methods of Rehabilitation of the Adult Disabled. Report of a Group-Training Course Organized By the United Nations with the cooperation of The World Health Organization and The International Labour Organisation Held in Sweden, Finland and Denmark, September 8 — November 7, 1952, United Nations, 1952.

Mohilever, Monica and Wreschner, C., "Sheltered Workshops", Master's Thesis (Unpublished) New York School of Social Work, June, 1954.

New York. Institute for the Crippled and Disabled. A Series of Papers presented at the annual Conference and Demonstration for Compensation Insurers and Physicians. 1st - 1952, New York: 1952.

The National Foundation for Infantile Paralysis, Annual Report, 1954.

Ninth Report of the International Labour Organisation to the United Nations. International Labour Organisation. Geneva: International Labour Office, 1955.

Notes from Annual Meeting, National Society for Crippled Children and Adults. Chicago, November, 1955.

Occupational Outlook Handbook: Employment Information on Major Occupations for Use in Guidance. (Prepared in Cooperation with Veterans' Administrator for Vocational Rehabilitation and Education) Bulletin No. 998, 1951. United States Department of Labor, Bureau of Labor Statistics, Washington, D.C.: U.S. Government Printing Office, 1951.

The Performance of Physically Impaired Workers in Manufacturing Industries. A Report Prepared by the Bureau of Labor Statistics for the Veterans' Administration. Bulletin No. 923, Bureau of Labor Statistics, United States Department of Labor Distributed as Rehabilitation Service Series #70 - September 7, 1948, Washington, D.C.

Physically Handicapped At Work In the Air Force. Directorate of Civilian Personnel. Headquarters U.S.A.F. Washington, D.C.

Program For the Employment of the Physically Handicapped, Sears, Roebuck and Company, 1955.

Re-Creation Through Recreation. Recreation Programs For New York City's Cerebral Palsied. Published by United Cerebral Palsy of New York City, Inc., New York: 1956.

The Rehabilitation and Resettlement of Disabled Persons. (Memorandum of Evidence Submitted by the Council of the British Medical Association to the Interdepartmental Committee), London, British Medical Association, Tavistock Square W.C.I., 1954.

The Rehabilitation Centers Founded by Liberty Mutual Insurance Company, Boston, Massachusetts.

"The Rehabilitation Problem and The Caterpillar Tractor Company's Solution." Safety Training Digest, Industrial Rehabilitation, 1945.

Rehabilitation Programs for the Homebound Part III Report of Proceedings Fifth Annual Workshop on Guidance, Training and Placement, Federal Security Agency, Office of Vocational Rehabilitation, Rehabilitation Service Series No. 188, Washington, D.C: 1952.

A Report of the Seventeenth Decennial Census of the United States. Census of Population: 1950, Volume I Number of Inhabitants, Washington: United States Government Printing Office, 1952 pp. 32-15; 32-17.

Report of Subcommittee on Paramedical Personnel in Rehabilitation and Care of the Chronically Ill For the Health Resources Advisory Committee (Executive Office of the President. Office of Defense Mobilization) Washington, 1955.

Selective Placement of The Handicapped. Washington, D.C.: United States Civil Service Commission, 1955.

Self-Employment in the State-Federal Civilian Vocational Rehabilitation Program. A Follow-up Study of Disabled Persons who were Rehabilitated in Self-Employment During the Fiscal Year Ended June 30, 1942.

Rehabilitation Service Series No. 65, OVR 33:65 A:36 Federal Security Agency. OVR Washington, June, 1948.

Thumbs Up, Special Issue - "The World The Handicapped Live In", Institute of Crippled and Disabled, 1955.

United Nations, Modern Methods of Rehabilitation of the Adult Disabled. Report of a Group-Training Course Organized By the United Nations with the Co-operation of The World Health Organization and the International Labour Organization. Held in Sweden, Finland and Denmark 8 September, 7 November 1952 (United Nations Sales No: 1952. IV. 19), New York: 1952.

United States Bureau of the Census. U. S. Census of Population, 1950. Volume IV, Special Reports, Part 5, Chapter B, Education, United States Government Printing Office, Washington, D. C., 1953.

United States Congress. Senate, Committee on Labor and Public Welfare, Vocational Rehabilitation of the Physically Handicapped, (Hearings before a subcommittee of the Committee on Labor and Public Welfare. United States Senate, Eighty-First Congress, Second Session, on S 1666, S 2273, and S 3465), Washington: U. S. Government Printing Office, 1950.

United States Department of Health, Education, and Welfare, Annual Report, 1954. Washington, D. C., U. S. Government Printing Office, 1954.

United States Department of Labor, Employment and Economic Status of Older Men and Women. Bulletin No. 1092, Washington, D. C.: April, 1952.

United States Department of Labor, United States Employment Service, Bureau of Employment Security. Employment Security Review, September, 1954. "Physically Handicapped Workers - 10 Years of Recognition", (including "Vocational Rehabilitation - A Decade in Review and a Look Ahead" by Mary E. Switzer).

Urwick, Lyndall F., Management Education in American Business. General Summary - New York: American Management Association, 1954.

Usdane, W. M., "Client Employability and the Therapeutic Community" Copy of a paper presented before the National Association of Sheltered Workshops and Homebound Programs, Atlantic City, N. J., May 13, 1954.
(Rehabilitation Series No. 7, The Institute For the Crippled and Disabled).

NEWSPAPERS

Long Island Sunday Press
February 7, 1954, "He Helps Disabled Help Themselves." (Dr. Henry Kessler)

Newsday, Long Island
May 25, 1955,"Abilities Inc. Entertains."

Newsday, Long Island
September 8, 1955, "Execs To Attend Abilities Seminar."

New York Herald Tribune
June 15, 1955, "Reception for Dr. Rusk."

The New York Times
October 10, 1955, "Play for Handicapped-Expanded Program to Operate Seven Nights a Week."

The New York Times
October 18, 1955, "Center to offer Aid for Disabled-Handicapped Persons Plan North Hempstead Project to Assist Employes."

The New York Times
January 3, 1956, "Doors Opened Wider Than Ever For Employing the Handicapped."

PERIODICALS

Arnhoff, F. N., Ph.D., "Research Problems in Gerontology", Journal of Gerontology, Volume 10, No. 4. October, 1955, pps. 452-456.

"Big Break For the Handicapped", The Saturday Evening Post, May 21, 1955.

"B.P.W. Members Can Cooperate in Rehabilitation Work", Independent Woman, Volume 35, No. 1, January, 1956, p. 20.

Bricker, A. June, "The Team Approach for the Rehabilitation of the Handicapped Homemaker", Journal of Home Economics, Volume 47, No. 8, October, 1955, pps. 625-7.

Burton, W. H., "Education and Social Class in the United States", The Harvard Educational Review, Volume XXIII, January-December, 1953, pps. 243-256.

Cleeton, Glen U., "The Human Factor in Industry" The Annals of the American Academy of Political and Social Science, Volume 274, March, 1951, pps. 17-24.

Dalton, Melville, "Industrial Controls and Personal Relations", Social Forces, Volume 33, March, 1955, pps. 244-249.

"Deaf-Blind Celebrate Tenth Anniversary", The Reporter (Published by The Industrial Home For the Blind) Volume XIV, No. 6, June, 1955.

deJongh, Edward, "Industry Must Face Problem of Handicapped Workers, Speakers Say", Long Island Commercial Review, July 18, 1955.

Donahue, Wilma (Ph.D.), "Psychologic Research Needs In Gerontology", Journal of Gerontology, Volume 11, No. 2, April, 1956, pps. 196-203.

Donahue, Wilma, "Trends in Gerontology", The Personnel and Guidance Journal, Volume XXXI, No. 8, May, 1953, pps. 505-508.

Dubin, Robert, "Industrial Workers' Worlds: A Study of the 'Central Life Interests' of Industrial Workers", Social Problems, Volume 3, No. 3, January, 1956, pps. 131-142.

Hanson, Stanwood L., "Disabled Men Work Again", American Journal of Public Health and the Nation's Health", Volume 42, July, 1952, pps. 787-790.

"Industry's Problems In Placing Older Handicapped Workers", Monthly Labor Review, Volume 76, July, 1953, pps. 756-757.

Jansson, Kurt, The Employment of Handicapped Workers in Industry. International Labour Office. Reprinted from the International Labour Review, Volume LXVIII, No. 2, August, 1953.

Jocz, Marion W. (M.D.), Prendergast, John J. (M.D.), Birkelo, Carl C. (M.D.), "Employment of Persons With Pulmonary Tuberculous Lesions". Reprinted from Occupational Medicine, Volume 5, May, 1948, pps. 496-505.

Kennedy, Brigadier T. F., "Remploy and the Disabled Worker". Rehabilitation, No. 15, New Series, Autumn, 1955, pps. 15-22.

Lehman, Harvey C., (Ph.D.), "Jobs For Those Over Sixty-Five", Journal of Gerontology, Volume 10, No. 3, July, 1955, pps. 345-357.

"Let Safety Control Job Placement", Occupational Hazards, November, 1955, p. 24.

Maher, Howard, Ph.D., "Age and Performance of Two Work Groups", Journal of Gerontology, Volume 10, No. 4, October, 1955, pps. 448-451.

McCahill, William P., Lt. Col. U.S.M.C.R., "Shining Examples", Regasus, October, 1955, pps. 7-11, (Published by the Fairchild Engine and Aircraft Corporation).

Miller, D. C., "The Social Factors of the Work Situation", American Sociological Review, Volume 11, June, 1946, pps. 253-314.

"New Promise in Vocational Rehabilitation", Social Service Review, Volume 28, December, 1954, pps. 444-446.

Notkin, Herbert, (M.D., M.P.H., F.A.P.H.A.), "Vocational Rehabilitation and Public Health", American Journal of Public Health and The Nation's Health, Volume 41, No. 9, September, 1951, pps. 1096-1100.

Novis, Frederick W., "Job Readiness Objectives in Rehabilitation". The Personnel and Guidance Journal, Volume XXXI, No. 2, November, 1952, pps. 83-87.

Novis, Frederick W., "Job Readiness Objectives in Rehabilitation", The Personnel and Guidance Journal, Volume XXXI, No. 2, November, 1952, pps. 83-87.

Odell, Charles E. and Young, Olive E., "Policy and Practice in Employing the Aging", The Personnel and Guidance Journal, Volume XXXI, No. 3, December, 1952, pps. 152-158.

Oxton, Charles, "Abilities, Incorporated", The American Mercury, July, 1955, pps. 79-80.

Pohlmann, Kenneth E., "Rehabilitation of Disabled Miners", American Journal of Public Health and The Nation's Health, Volume 42, July, 1952, pps. 791-794.

"The President's Rehabilitation Program—A Symposium", American Journal of Public Health and The Nation's Health, Volume 45, No. 11, November, 1955, pps. 1475-9.

Reeder, Leo G., "Social Differentials in Mode of Travel, Time and Cost in the Journey To Work", American Sociological Review, Volume 21, No. 1, February, 1956, pps. 56-63.

Reiss, A. J. Jr., "Occupational Mobility of Professional Workers", American Sociological Review, Volume 20, December, 1955, pps. 693-700.

Ross, R. T., "Ford Plan For Employing the Handicapped", Monthly Labor Review, Volume 76, pps. 1299-1301, December, 1953.

Rusk, Howard A. and Taylor, Eugene J., "Rehabilitation", The Annals of the American Academy of Political and Social Science, Volume 273, January, 1951, pps. 138-143.

Switzer, Mary E. and Rusk, Howard A., "Keeping Older People Fit For Participation", The Annals of the American Academy of Political and Social Science, Volume 279, January, 1952, pps. 146-153.

Switzer, Mary E., "New Trends in Vocational Rehabilitation", American Journal of Public Health, Volume 42, July, 1952, pps. 784-786.

Viscardi, Henry Jr., (LL.D.), "The Doctor's Nose", Nassau Medical News, Volume XXVII, No. 11, December, 1955.

"Vocational Rehabilitation by Federal-State Agencies", Monthly Labor Review, Volume 75, August, 1952, pps. 188-189.

Weeks, Jane S., "The Use of Sociology In An Industrial Medical Program", Social Forces, Volume 32, October, 1953, pps. 52-55.

Wenkert, Walter (M.P.H.), "Community Planning for Rehabilitation", American Journal of Public Health and The Nation's Health, Volume 42, July, 1952, No. 7, pps. 779-783.

Vocational Rehabilitation of the Disabled. International Labour Conference, Thirty-Eighth Session, Geneva: International Labour Office, 1955.

Ware, E. Louise, (Ph.D.), Mental Hygiene of the Orthopedically Handicapped Child, New York: Association For the Aid of Crippled Children, 1947.

Ware, E. Louise, (Ph.D.), Parents of the Orthopedically Handicapped Child. New York: Association for the Aid of Crippled Children, 1951.

Whitehouse, Frederick A., (Ed. D.) "Employment Outlook for the Cardiac". Presented before the President's Committee on Employment of the Physically Handicapped, Washington, D. C., May 24, 1955.

Whitehouse, Frederick A., (Ed. D.) "The Rehabilitation Center: Some Aspects of a Philosophy". Reprinted from the American Journal of Occupational Therapy, Volume VII, No. 6, November-December, 1953.

Whitehouse, Frederick A., (Ed. D.) "What Type of Rehabilitation Facility Does The Cardiac Need?"

OTHER SOURCES OF INFORMATION

INTERVIEWS

Mr. T. S. Allegrezza, Executive Director
Curative Workshop of Milwaukee, Incorporated
May 3, 1956.

Miss Rita Armstrong, Director
Skills Unlimited, Incorporated
January 19, 1956.

Mr. Gerald Cubelli
Mobility, Incorporated
March 2, 1956

Mr. D. H. Dabelstein, Assistant Director
Department of Health, Education, and Welfare
Washington, D. C.
March 26, 1956.

Mr. Edward J. Donnelly, Industrial Director
Long Island Association
May 8, 1956.

Mr. Lester R. German, Director
Department of Handicapped, Brooklyn Bureau of Social Service
March 5, 1956.

Mr. Willis Gorthy, Director
Institute for Crippled and Disabled
February 3, 1956.

Mr. Harry B. Henschel
Bulova Watch Company
February 14, 1956.

Mr. Edward Hochhauser, Executive Director
Altro Health and Rehabilitation Services
February 24, 1956.

Mr. Maurice Janson, Staff Member
Abilities, Incorporated
(Coordinator of Activities with the College Staff)
Numerous interviews, 1955-1956.

Mr. Karl Kaffenberger, Director of Vocational Rehabilitation
The University of the State of New York, The State Education Department, Division of Vocational Rehabilitation
(Several interviews, Spring 1955 to present)

Miss Helen Koester, Director
The Cleveland Rehabilitation Center
January 24, 1956.

Mr. Adrian Levy, Regional Representive
Office of Vocational Rehabilitation
Department of Health, Education, and Welfare
(Several interviews, July 1955 to present)

Mr. Benjamin Lipton, Rehabilitation Consultant and Assistant Director
Joseph Bulova School of Watchmaking
(Several interviews, January, February 1956)

Mr. William Park, Director
Goodwill Industries of Brooklyn
January 31, 1956.

Dr. Richard J. Rafle, Commissioner
Department of Health of Suffolk County
March 16, 1956.

Mr. Harold Richterman
Industrial Home for the Blind
January 17, 1956.

Mr. John D. Shouart, Managing Director
Long Island Association
October 10, 1956.

Mr. William C. Spinelli, Supervisor, Nassau-Suffolk County Unit
New York State Department of Education, Division of Vocational Rehabilitation
(Several contacts, September 1955 to present)

Miss Mary E. Switzer, Director
Office of Vocational Rehabilitation, Department of Health, Education, and Welfare
Washington, D.C.
March 26, 1956.

Mr. Henry Viscardi, Jr., President
Abilities, Incorporated
West Hempstead, New York
(A number of interviews, 1955 to present)

Mr. Nelson A. Voorhees, District Supervisor
The University of the State of New York, The State Education Department, Division of Vocational Rehabilitation
March 7, 1956.

Dr. Sol L. Warren, Coordinator of Internship Training
The University of the State of New York, The State Education Department, Division of Vocational Rehabilitation
February 27, 1956.

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed	ABILITIES								FAIRCHILD							
Item Content and Coded Response	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item # 1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
2-4 Interview No. In sequence, 1 through 999																
5 Sex and Marital Status																
0 = male-single	45	4	1	2	0	0	14	58	1	3	0	0	0	0	0	0
1 = male-married	70	7	1	2	2	5	22	87	12	6	0	1	0	3	1	0
2 = male-separated	1	0	0	0	0	0	2	4	0	0	0	0	0	0	0	0
3 = male-divorced	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0
4 = male-widowed	1	1	0	0	0	0	1	3	0	0	0	0	0	0	0	0
5 = male-marital status omitted or status not clear	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 = female-single	11	0	1	0	0	0	6	20	0	0	0	0	0	0	0	0
7 = female-married	10	0	1	0	0	0	2	12	1	0	0	0	0	0	0	0
8 = female-separated	3	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
9 = female-divorced	3	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0
X = female-widowed	4	0	0	0	0	0	2	6	0	0	0	0	0	0	0	0
Y = female- marital status omitted or not clear	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 Home Ownership																
0 = own house	45	0	2	0	2	0	15	45	11	7	0	0	0	1	1	0
1 = rent house	16	0	0	0	0	2	10	40	2	2	0	0	0	0	0	0
2 = own apartment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 = rent apartment	28	0	0	0	0	0	6	2	1	0	0	0	0	0	0	0
4 = rent room	9	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
5 = board	3	1	0	1	0	0	2	7	0	0	0	0	0	0	0	0
6 = lives with parents	23	0	2	0	0	0	11	16	1	0	0	0	0	0	0	0
7 = lives with grown son or daughter	4	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0
8 = other arrangements	12	0	0	0	0	0	4	4	0	0	0	0	0	0	0	0
9 = omitted or data not available	10	13	0	3	0	3	1	80	0	0	0	1	0	2	0	0
7 Tenure on present job																
0 = 1 month or less	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
1 = more than 1 month and less than 6 months	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2 = 6 months but less than 1 year	23	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 = 1 year to 2 years	61	4	0	0	0	0	0	0	2	0	0	0	0	0	0	0
4 = 2 years to 3 years	29	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0
5 = 3 years to 5 years	15	0	0	0	0	0	0	0	4	5	0	0	0	0	0	0
6 = 5 years to longer	0	0	0	0	0	0	0	0	8	4	0	0	0	0	0	0
7 = presently employed	4	5	0	0	1	4	4	1	0	0	0	0	0	2	0	0
8 = omitted or data not available	0	0	1	4	0	1	23	193	0	0	0	0	0	1	0	0
9 = presently unemployed	-	-	3	0	1	0	25	1	-	-	0	1	0	0	1	0
8 Age																
0 = under 21 years	1	1	0	0	0	0	2	10	0	0	0	0	0	0	0	0
1 = 21 to 25 years	20	2	0	0	0	0	6	16	1	0	0	1	0	0	0	0
2 = 26 to 35 years	43	2	2	1	0	0	18	53	7	1	0	0	0	2	1	0
3 = 36 to 45 years	36	7	1	1	0	2	8	39	5	3	0	0	0	1	0	0
4 = 46 to 55 years	30	0	1	0	0	2	9	35	1	3	0	0	0	0	0	0
5 = 56 to 65 years	17	2	0	1	2	1	8	32	1	2	0	0	0	0	0	0
6 = over 65 years	3	0	0	1	0	0	1	10	0	0	0	0	0	0	0	0
7 = omitted or data not available	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
9 Transportation																
0 = LIRR	0	0	0	0	1	0	0	14	0	0	0	0	0	0	0	0
1 = car pool or paid ride	36	0	0	0	0	0	0	5	3	1	0	0	0	0	0	0
2 = drive own car	76	4	2	0	1	3	0	37	12	7	0	1	0	3	1	0
3 = bus	14	1	0	0	0	0	0	45	0	0	0	0	0	0	0	0
4 = taxi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 = walk	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
6 = brought by member of family	8	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0
7 = omitted or data not available	0	6	1	3	0	1	52	51	0	0	0	0	0	0	0	0
8 = several or combination	12	0	0	0	0	0	0	11	0	0	0	0	0	0	0	0
9 = travel by car	3	0	0	0	0	0	0	27	0	1	0	0	0	0	0	0
X = other	0	3	0	1	0	1	0	3	0	0	0	0	0	0	0	0
10 No. of changes in residence in past 3 years																
0 = no change	83	1	3	0	2	0	33	0	10	7	0	0	0	0	0	0
1 = 1 change	51	0	1	0	0	0	14	0	5	0	0	1	0	0	1	0
2 = 2 changes	7	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0
3 = 3 changes	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
4 = 4 changes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 = 5 changes	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 = 6 changes or more	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7 = omitted or data not available	7	13	0	4	0	5	2	196	0	2	0	0	0	2	0	0
11 Kind of changes in address																
0 = no change	83	1	3	0	2	0	33	0	10	7	0	0	0	0	0	0
1 = within same boro or from boro to boro within the city	17	0	0	0	0	0	6	0	0	0	0	0	0	1	0	0
2 = from 1 county to another county within New York City	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 = from city to suburb	9	0	0	0	0	0	5	0	2	0	0	1	0	0	1	0
4 = from out-of-town to New York City	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 = from outside New York City to Long Island	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 = other	6	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
7 = omitted or data not available	10	13	0	4	0	5	3	196	0	2	0	0	0	2	0	0
8 = suburban to suburban	20	0	1	0	0	0	3	0	3	0	0	0	0	0	0	0
12 Reason for last change in address																
0 = no change within the last 3 years	83	1	3	0	2	0	33	0	10	7	0	0	0	0	0	0
1 = purchased home	8	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0
2 = sold home and rented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 = to have smaller quarters	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4 = to have larger quarters	2	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0
5 = to reduce rent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 = to move near work	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
7 = to be near kin	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
8 = to find first floor quarters or to be in elevator building	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9 = combination of above reasons	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
X = other reasons	15	0	1	0	0	0	4	0	1	0	0	0	0	0	0	0
Y = omitted or data not available	38	13	0	4	0	5	9	196	0	2	0	1	0	3	0	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed	ABILITIES								FAIRCHILD							
Item Content and Coded Response	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item # 1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
13 Employee's birth place																
0 = Suffolk	1	0	0	0	0	0	4	0	3	0	0	0	0	0	0	0
1 = Nassau	9	0	1	0	0	0	3	0	0	0	0	0	0	0	0	0
2 = New York City	86	0	3	0	1	0	28	0	10	1	0	0	0	0	1	0
3 = outside N.Y.C. and L.I. but in United States	28	0	0	0	1	0	9	0	1	0	0	0	0	0	0	0
4 = other country	19	0	0	0	0	1	7	0	1	0	0	0	0	0	0	0
5 = omitted or data not available	1	14	0	4	0	4	0	196	0	8	0	1	0	3	0	0
6 = unclassifiable	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7 = United States	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
14 Parents' birth place																
0 = L.I. or N.Y.C. - both parents	44	0	2	0	0	0	13	0	7	0	0	0	0	0	1	0
1 = U.S. other than N.Y.C. or L.I. - both parents	19	0	1	0	0	0	4	0	1	0	0	0	0	0	0	0
2 = other country - both parents	52	0	0	0	2	0	23	0	3	0	0	0	0	0	0	0
3 = 1 parent born in L.I. or N.Y.C. and other parent somewhere in United States	4	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0
4 = 1 parent born on L.I. or N.Y.C. and other parent in another country	11	0	1	0	0	0	5	0	2	0	0	0	0	0	0	0
5 = 1 parent born in U.S. (outside this area) and other parent in another country	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 = omitted or data not available	4	14	0	4	0	5	1	196	0	9	0	1	0	3	0	0
7 = unclassifiable	6	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
8 = U.S. but no locale indicated - both parents	6	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0
9 = U.S. no locale, 1 parent U.S. - other parent omitted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15 How long has employee been in U.S.																
0 = entire lifetime	127	0	4	0	2	0	45	0	14	1	0	0	0	0	1	0
1 = less than 5 years	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2 = 5 to 10 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 = more than 10 years but less than lifetime	15	0	0	0	0	1	6	0	1	0	0	0	0	0	0	0
4 = omitted or data not available	5	14	0	4	0	4	1	196	0	8	0	1	0	3	0	0
16 Name of present community																
0 = Suffolk	7	2	0	1	0	0	5	7	4	3	0	0	0	1	0	0
1 = Nassau	82	6	4	0	2	3	25	93	6	4	0	1	0	1	1	0
2 = Queens County	39	2	0	1	0	2	12	51	1	1	0	0	0	1	0	0
3 = Brooklyn	15	1	0	1	0	0	9	26	1	1	0	0	0	0	0	0
4 = Manhattan	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
5 = Bronx	3	3	0	0	0	0	1	5	0	0	0	0	0	0	0	0
6 = other	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0
7 = omitted or data not available	2	0	0	1	0	0	0	9	3	0	0	0	0	0	0	0
17 Persons in household																
0 = no one	12	1	0	0	0	0	3	1	1	1	0	0	0	0	0	0
1 = spouse	32	1	1	0	0	0	5	3	4	3	0	0	0	1	0	0
2 = spouse and own children	31	1	1	1	1	0	11	3	8	4	0	1	0	2	1	0
3 = spouse, own children and one or both parents	5	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
4 = spouse, own children and persons other than parents	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
5 = spouse and one or both parents	1	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0
6 = spouse and persons other than parents	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7 = own children 18 years or older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 = one or both parents	15	0	2	0	0	0	4	29	1	1	0	0	0	0	0	0
9 = one or both parents and at least one brother or one sister	18	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0
X = other household composition	29	0	0	0	0	0	14	10	0	0	0	0	0	0	0	0
Y = omitted or data not available	2	11	0	3	0	5	1	150	0	0	0	0	0	0	0	0
18 No. persons in household other than self																
0 = none	12	1	0	0	0	0	3	1	1	1	0	0	0	0	0	0
1 = 1 person	41	0	1	0	0	0	8	7	4	4	0	0	0	1	0	0
2 = 2 persons	37	0	3	0	2	0	10	26	5	1	0	0	0	0	1	0
3 = 3 persons	34	0	0	1	0	0	16	1	2	2	0	0	0	2	0	0
4 = 4 persons	12	1	0	0	0	0	3	1	2	0	0	0	0	0	0	0
5 = 5 persons	7	0	0	0	0	0	7	0	1	1	0	1	0	0	0	0
6 = 6 persons	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
7 = 7 persons	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 = 8 persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9 = 9 persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X = omitted or data not available	3	12	0	3	0	5	2	153	0	0	0	0	0	0	0	0
Y = other	0	0	0	0	0	0	2	7	0	0	0	0	0	0	0	0
19 Handicapped persons in household																
0 = no one	63	0	3	0	1	0	33	0	9	3	0	0	0	1	1	0
1 = spouse	7	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0
2 = father	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
3 = mother	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4 = both parents	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 = children	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
6 = other relatives	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
7 = boarders or roomers	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 = combinations of above	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
9 = omitted or data not available	75	14	1	4	0	5	12	196	5	6	0	1	0	2	0	0
X = other	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
20 Ages of own children at home																
0 = no children at home	89	4	3	0	1	0	25	74	5	4	0	0	0	0	0	0
1 = under 2 years	5	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
2 = 2 to 5 years	3	0	0	0	0	0	4	4	0	0	0	0	0	0	1	0
3 = 5 to 12 years	5	0	1	0	0	0	2	0	1	0	0	0	0	0	0	0
4 = 12 to 18 years and over	5	0	0	0	1	0	6	0	0	1	0	0	0	0	0	0
5 = omitted or unclassifiable	19	10	0	4	0	5	7	117	2	4	0	1	0	1	0	0
6 = range from zero to 5 years	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
7 = range from 2 to 12 years	8	0	0	0	0	0	3	0	2	0	0	0	0	2	0	0
8 = range from 5 to 18 years	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
9 = range from 12 years and over	5	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
X = under 12 years - entire range	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Y = range from zero to 18 years	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed		ABILITIES								FAIRCHILD							
	Item Content and Coded Response	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
		Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item #	1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
21	Children outside of home																
	0 = yes	24	0	0	0	1	0	7	4	1	0	0	0	0	0	0	0
	1 = no children outside of home but children at home	18	1	1	0	0	0	15	0	7	2	0	0	0	0	1	0
	2 = no children either outside of home or at home	47	3	3	0	0	0	21	49	4	2	0	0	0	0	0	0
	3 = omitted or data not available	61	10	0	4	1	5	9	143	3	5	0	1	0	3	0	0
22	Special problem with handicapped person in home																
	0 = yes	3	0	0	0	0	0	5	0	0	0	0	0	0	0	0	0
	1 = no, although handicapped persons are in household	7	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	2 = no one handicapped in household	63	0	3	0	1	0	33	0	9	3	0	0	0	0	1	0
	3 = omitted or data not available	74	14	1	4	0	5	12	196	5	6	0	1	0	3	0	0
	4 = insufficient information	3	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0
	5 = other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23-24	Kind of handicap (Primary)																
	00 = no disability	3	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0
	01 = amputee	19	3	0	0	0	0	4	23	1	0	0	1	0	2	0	0
	02 = arterio-sclerosis	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	03 = arthritis	5	0	0	0	0	0	3	8	1	1	0	0	0	0	0	0
	04 = Buerger's Disease	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	05 = cardiac	5	0	0	0	0	0	3	18	0	1	0	0	0	0	1	0
	06 = cerebral palsy	9	0	0	0	0	1	6	10	0	0	0	0	0	0	0	0
	07 = circulatory disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	08 = congenital deformities	2	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	09 = diabetes	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	10 = deafness	8	0	0	0	0	0	2	7	1	0	0	0	0	0	0	0
	11 = deformed limb (not congenital)	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	12 = dwarfism	3	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	13 = Erb's Paralysis	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	14 = epilepsy	2	0	0	0	0	0	4	4	0	1	0	0	0	0	0	0
	15 = hernia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	16 = Hodgkin's Disease	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	17 = joint disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	18 = muscular dystrophy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19 = multiple-sclerosis	1	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0
	20 = nervous and mental	0	0	0	0	0	0	3	10	0	0	0	0	0	0	0	0
	21 = osteomylitis	1	1	0	0	1	0	0	3	1	0	0	0	0	0	0	0
	22 = overage	2	0	0	1	0	0	4	9	0	0	0	0	0	0	0	0
	23 = paralysis	7	0	0	0	0	0	9	19	1	0	0	0	0	0	0	0
	24 = paraplegia	11	0	2	0	0	1	0	2	0	0	0	0	0	0	0	0
	25 = Parkinson's Disease	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	26 = poliomyelitis (post)	38	0	0	2	0	1	4	17	2	2	0	0	0	0	0	0
	27 = rheumatoid arthritis	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	28 = speech defect	1	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0
	29 = TB arrested	3	0	0	0	1	0	2	1	2	0	0	0	0	0	0	0
	30 = ulcer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	31 = visual impairment	8	0	0	1	0	0	3	12	4	1	0	0	0	1	0	0
	32 = post adrenalectomy	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	33 = post pneumonectomy	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34 = tracheotomy	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	35 = ankylosis	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	90 = unclassifiable; other	11	0	0	0	0	2	2	29	1	2	0	0	0	0	0	0
	99 = omitted or data not available	0	8	0	0	0	0	0	2	0	0	0	0	0	0	0	0
25-26	Multiple handicap																
	00 = no multiple handicap	122	4	1	4	2	3	39	141	13	9	0	1	0	3	1	0
	01 = orthopedic-vision	3	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0
	02 = orthopedic-hearing	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	03 = orthopedic-cardiac	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	04 = orthopedic-diabetic	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0
	05 = orthopedic-ulcer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	06 = orthopedic-Buerger's Disease	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	07 = orthopedic-epilepsy	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	10 = vision-hearing	2	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0
	11 = vision-cardiac	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	12 = vision-diabetic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	13 = vision-ulcer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	14 = vision-mute	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	15 = vision-cerebral palsy	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	20 = hearing-cardiac	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	21 = hearing-diabetic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	22 = hearing-ulcer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	23 = hearing-mute	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	24 = hearing-Erb's Paralysis	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	25 = hearing-speech	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	30 = cardiac-diabetic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	31 = cardiac-ulcer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	32 = cardiac-mute	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	40 = diabetic-ulcer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	41 = diabetic-cerebral palsy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50 = epilepsy-cerebral palsy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51 = epilepsy-paralysis	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	60 = ulcer-cerebral palsy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	70 = cerebral palsy-speech	3	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0
	80 = ulcer-polio	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	90 = other multiple handicaps	8	0	3	0	0	2	6	40	0	0	0	0	0	0	0	0
	99 = omitted or data not available	0	9	0	0	0	0	0	2	0	0	0	0	0	0	0	0
27	Extent of handicap																
	0 = no handicap	3	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0
	1 = one lower extremity	17	1	0	0	1	0	8	20	2	4	0	0	0	1	0	0
	2 = one upper extremity	6	1	0	0	0	0	3	10	1	0	0	1	0	1	0	0
	3 = both lower extremities	46	2	1	2	1	0	4	28	1	0	0	0	0	0	0	0
	4 = both upper extremities	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	5 = one lower and one upper extremity	8	0	0	0	0	0	3	13	1	0	0	0	0	0	0	0
	6 = one lower and both upper extremities	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = both lower and one upper extremity	6	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	8 = both lower and both upper extremities	4	0	0	0	0	0	1	6	0	0	0	0	0	0	0	0
	9 = involvment of sense organs	18	0	0	1	0	0	4	18	6	1	0	0	0	1	0	0
	X = hands impaired (one or both)	1	0	0	0	0	0	0	5	1	0	0	0	0	0	0	0
	Y = other deficiencies and omitted	39	8	3	1	0	5	28	89	3	4	0	0	0	0	1	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed	ABILITIES								FAIRCHILD							
Item Content and Coded Responses	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item # 1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
28 Duration of handicap																
0 = acquired in last 2 years	2	0	0	0	0	0	2	11	3	0	0	0	0	0	0	0
1 = from 2 to 5 years	22	0	0	0	1	0	4	13	0	0	0	1	0	0	1	0
2 = from 5 to 10 years	16	1	2	0	0	0	3	10	2	0	0	0	0	0	0	0
3 = more than 10 years but not lifetime	63	1	0	3	1	0	19	21	9	5	0	0	0	1	0	0
4 = congenital	21	0	1	0	0	1	7	8	1	0	0	0	0	0	0	0
5 = omitted or data not available	20	12	0	0	0	4	13	111	0	4	0	0	0	1	0	0
6 = unclassifiable	3	0	1	1	0	0	4	18	0	0	0	0	0	1	0	0
7 = no handicap	3	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0
29 How handicap acquired																
0 = no handicap	3	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0
1 = congenital	21	0	1	0	0	1	7	8	1	0	0	0	0	0	0	0
2 = disease	59	0	1	2	1	1	13	31	7	3	0	0	0	0	0	0
3 = accident	27	0	0	0	0	0	1	13	4	0	0	0	0	0	0	0
4 = service connected injury	10	3	1	0	1	0	6	12	2	2	0	1	0	0	0	0
5 = unknown	4	0	0	0	0	0	5	16	1	1	0	0	0	0	0	0
6 = omitted or data not available	15	10	0	1	0	3	8	82	0	3	0	0	0	3	0	0
7 = combination	4	1	0	0	0	0	1	4	0	0	0	0	0	0	0	0
8 = geriatric	2	0	0	1	0	0	1	7	0	0	0	0	0	0	0	0
9 = other	5	0	1	0	0	0	10	19	0	0	0	0	0	0	1	0
30 Physical aids																
0 = none	24	0	0	1	1	0	15	17	8	4	0	0	0	0	1	0
1 = wheel chair	6	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0
2 = crutches or crutch	9	0	0	1	0	0	0	5	0	1	0	0	0	0	0	0
3 = cane or canes	9	0	0	0	0	0	2	3	0	0	0	0	0	0	0	0
4 = braces	4	0	0	0	0	0	1	4	0	0	0	0	0	0	0	0
5 = artificial limb or hook	7	3	0	0	0	0	6	4	0	1	0	1	0	2	0	0
6 = chair and crutches	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7 = chair, braces and crutches	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 = artificial limb and cane	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9 = other combination or device	26	0	2	0	0	0	5	13	3	0	0	0	0	1	0	0
X = insufficient data	5	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Y = omitted or data not available	50	11	1	2	1	5	22	148	4	3	0	0	0	0	0	0
31 Length of time in hospital																
0 = no hospitalization	15	0	1	0	0	0	13	1	2	0	0	0	0	0	1	0
1 = less than 1 month	15	0	1	0	0	0	5	1	3	0	0	0	0	0	0	0
2 = from 1 month to 6 months	15	0	0	0	0	0	6	4	4	0	0	0	0	0	0	0
3 = 6 months to 1 year	10	0	0	0	1	0	0	1	2	0	0	0	0	0	0	0
4 = 1 year to under 2 years	15	0	0	0	0	0	3	1	0	1	0	0	0	0	0	0
5 = 2 years to under 5 years	18	0	0	0	0	0	1	4	2	0	0	0	0	0	0	0
6 = 5 years to under 10 years	4	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
7 = 10 years or more	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 = omitted or data not available	24	12	0	3	0	4	5	153	0	5	0	1	0	3	0	0
9 = insufficient data	32	2	2	1	1	1	17	31	2	3	0	0	0	0	0	0
32 Present medical condition stabilized and medical condition requiring special supervision at plant																
0 = yes to first item and yes to second item	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1 = yes to first item and no to second item	50	0	2	0	2	0	16	0	8	0	0	0	0	0	1	0
2 = yes to first item and omit to second item	65	0	1	0	0	0	21	0	3	6	0	0	0	3	0	0
3 = no to first item and yes to second item	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4 = no to first item and no to second item	3	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0
5 = no to first item and omit to second item	6	0	0	0	0	0	5	0	3	2	0	0	0	0	0	0
6 = omit to first item and yes to second item	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
7 = omit to first item and no to second item	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
8 = omit to first item and omit to second item	18	14	0	4	0	5	6	196	1	0	0	1	0	0	0	0
9 = omit to first item insufficient data on 2nd	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
33 Kind of treatment planned for future																
0 = none	65	0	1	0	1	0	22	2	8	0	0	1	0	3	0	0
1 = skin graft	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2 = bone graft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 = tendon transplant	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4 = ulcers	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 = vision	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 = psychiatric	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0
7 = continue regular checkups	12	0	0	0	1	0	5	0	1	0	0	0	0	0	1	0
8 = other (surgery included)	9	0	1	0	0	0	12	3	5	0	0	0	0	0	0	0
9 = omitted or data not available	59	14	2	4	0	5	12	189	1	9	0	0	0	0	0	0
34 Education																
0 = up to and including 6 years (grammar school not completed)	10	0	0	0	0	0	6	10	0	1	0	0	0	0	0	0
1 = grammar school completed	18	1	1	0	0	2	1	21	0	1	0	0	0	1	0	0
2 = 8th grade	12	1	0	0	0	0	3	5	1	2	0	0	0	0	0	0
3 = high school, incomplete	32	4	0	0	1	2	23	61	0	1	0	0	0	1	0	0
4 = high school completed (business college)	41	4	0	1	0	1	8	32	5	2	0	0	0	1	0	0
5 = some college but not completed	15	0	2	0	0	0	8	24	4	0	0	1	0	0	1	0
6 = college graduate	2	0	0	0	0	0	2	7	4	0	0	0	0	0	0	0
7 = omitted or data not available	1	3	0	1	0	0	0	2	0	0	0	0	0	0	0	0
8 = insufficient data	19	1	1	2	1	0	1	34	1	2	0	0	0	0	0	0
35 Receive special training related to handicap (skills that can be utilized for employment)																
0 = none	54	0	4	0	1	0	25	3	4	1	0	0	0	0	1	0
1 = attended school in hospital	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2 = special school outside hospital and special training on the job	7	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
3 = special school outside hospital and no special training on the job	27	1	0	0	0	0	9	15	5	2	0	0	0	0	0	0
4 = no special school and special training on the job	5	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
5 = omitted or data not available	48	11	0	4	0	5	14	174	6	6	0	1	0	3	0	0
6 = other	8	2	0	0	0	0	2	4	0	0	0	0	0	0	0	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed		ABILITIES								FAIRCHILD							
	Item Content and Coded Response	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
		Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item #	1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
36	Job skills used from special school and training																
	0 = none from either special schooling or training	34	0	4	0	0	0	15	2	4	1	0	0	0	0	0	0
	1 = from special schooling during hospitalization	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 = from special schooling outside hospital	27	1	0	0	0	0	6	15	7	2	0	0	0	0	0	0
	3 = from special training on the job	5	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	4 = from both special schooling outside hospital and from special training on the job	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5 = from both special schooling during hospitalization and from special training on the job	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6 = had no special schooling or training	20	0	0	0	1	0	13	1	0	0	0	0	0	0	1	0
	7 = omitted or data not available	48	11	0	4	0	5	15	175	4	6	0	1	0	3	0	0
	8 = other	8	2	0	0	0	0	2	3	0	0	0	0	0	0	0	0
37	Job skills prior to handicap (kind)																
	0 = none	45	1	1	2	0	1	14	13	10	2	0	0	0	2	0	0
	1 = unskilled labor	0	0	0	0	0	0	0	3	0	2	0	0	0	0	0	0
	2 = semi-skilled labor	5	0	0	0	0	0	1	5	0	0	0	0	0	0	0	0
	3 = skilled trades	14	0	0	0	1	1	7	16	1	0	0	0	0	0	0	0
	4 = service and domestic	3	0	1	0	0	0	2	3	1	0	0	0	0	0	0	0
	5 = sales	3	1	0	0	0	0	1	9	0	0	0	0	0	0	0	0
	6 = office and clerical	12	1	1	0	0	0	7	19	1	0	0	0	0	0	0	0
	7 = managerial	4	0	0	0	1	0	3	6	0	0	0	0	0	0	0	0
	8 = professional or semi-professional	4	1	0	0	0	0	1	3	2	0	0	0	0	0	1	0
	9 = artistic (fine arts or entertainment)	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	X = unclassifiable	16	0	1	1	0	1	9	43	0	0	0	0	0	0	0	0
	Y = omitted or data not available	44	10	0	1	0	2	7	75	0	5	0	1	0	1	0	0
38	Job skills subsequent to disability																
	0 = none	11	1	3	0	1	0	11	2	2	0	0	0	0	0	0	0
	1 = unskilled labor	1	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	2 = semi-skilled labor	17	2	0	0	0	0	2	5	0	0	0	0	0	0	0	0
	3 = skilled trades	22	1	0	1	0	0	7	11	0	0	0	0	0	0	0	0
	4 = service and domestic	4	1	0	0	0	0	3	4	0	0	0	0	0	0	0	0
	5 = sales	2	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	6 = office and clerical	26	0	0	1	0	0	10	25	2	0	0	0	0	0	0	0
	7 = managerial	2	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0
	8 = professional or semi-professional	6	1	0	0	0	0	2	3	10	0	0	0	0	0	1	0
	9 = artistic (fine arts or entertainment)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	X = unclassifiable	40	5	0	1	0	2	10	53	0	8	0	0	0	0	0	0
	Y = omitted or data not available	19	3	1	1	0	3	5	86	1	1	0	1	0	3	0	0
39	Military record																
	0 = none	98	0	2	0	1	2	35	5	11	3	0	0	0	2	0	0
	1 = Army	13	3	0	0	1	0	6	35	2	4	0	1	0	1	0	0
	2 = Air Force	4	0	1	0	0	0	2	3	0	0	0	0	0	0	0	0
	3 = Navy	10	3	0	0	0	1	5	9	2	1	0	0	0	0	1	0
	4 = Army and Air Force	4	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	5 = Reserve	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	6 = National Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = Combination other than Army and Air Force	2	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0
	8 = omitted or data not available	15	8	1	4	0	2	1	137	0	1	0	0	0	0	0	0
	9 = Marines	3	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0
	X = Coast Guard	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
40	Length of Military service and highest rank																
	0 = no military service	98	0	2	0	1	2	35	5	11	3	0	0	0	2	0	0
	1 = less than 1 year & enlisted man's rating	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 = 1 year to 3 years & enlisted man's rating	11	2	1	0	1	0	6	16	0	2	0	0	0	0	0	0
	3 = 3 years or more & enlisted man's rating	14	3	0	0	0	0	3	8	1	1	0	0	0	0	0	0
	4 = less than 1 year and non-commissioned officer's rating	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5 = 1 year to 3 years and non-commissioned officer's rating	2	0	0	0	0	0	2	5	0	1	0	0	0	1	1	0
	6 = 3 years or more and non-commissioned officer's rating	8	1	0	0	0	1	2	13	1	1	0	0	0	0	0	0
	7 = less than 1 year and commissioned officer's rating	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = 1 year to 3 years and commissioned officer's rating	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
	9 = 3 years or more and commissioned officer's rating	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0
	X = omitted or data not available	15	8	1	4	0	1	1	135	0	1	0	1	0	0	0	0
	Y = unclassifiable	1	0	0	0	0	1	2	12	0	0	0	0	0	0	0	0
41	No. of jobs held in 5 years before present employment																
	0 = none	21	2	0	0	0	0	2	22	2	0	0	0	0	0	0	0
	1 = 1 job	63	7	3	2	0	0	9	68	4	5	0	0	0	0	1	0
	2 = 2 jobs	30	2	0	1	1	3	11	33	2	3	0	1	0	0	0	0
	3 = 3 jobs	18	0	0	0	0	2	4	29	1	0	0	0	0	3	0	0
	4 = 4 jobs	4	0	0	0	0	0	2	8	0	1	0	0	0	0	0	0
	5 = 5 jobs	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	6 = 6 jobs	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	7 = 7 jobs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = unclassifiable	12	2	1	1	1	0	23	30	6	0	0	0	0	0	0	0
	9 = omitted or data not available	2	1	0	0	0	0	0	5	0	0	0	0	0	0	0	0
42	Regular full-time job immediately before present employment																
	0 = yes	25	1	0	0	1	4	0	25	4	4	0	0	0	2	0	0
	1 = no	83	3	2	0	0	0	0	84	5	2	0	1	0	1	0	0
	2 = omitted or data not available	4	2	0	0	0	0	52	13	0	0	0	0	0	0	0	0
	3 = other	4	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	4 = insufficient data	34	8	2	4	1	1	0	73	6	3	0	0	0	0	1	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groupe at Abilitiee, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed		ABILITIES								FAIRCHILD							
	Item Content and Coded Response	Population 1 Employee		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
		Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item #	1. Totals of Four Population Groupe	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
43	Reason for leaving job prior to present employment (held within 5 years)																
	0 = had no job	21	2	0	0	0	0	0	22	2	0	0	0	0	0	0	0
	1 = reduction in force or business slowed down	30	1	0	0	0	0	0	34	1	5	0	0	0	3	0	0
	2 = company went out of business	7	0	0	0	0	0	0	8	0	0	0	0	0	0	0	0
	3 = company moved	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4 = obtain job with higher pay	4	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
	5 = obtain job with better working conditions	9	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	6 = obtain job nearer home	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	7 = because of handicap or illness	19	2	0	0	0	0	0	39	0	0	0	0	0	0	0	0
	8 = other	12	1	0	0	1	4	0	19	3	0	0	0	0	0	0	0
	9 = omitted or data not available	24	5	0	0	0	1	52	24	6	1	0	0	0	0	0	0
	X = fired	6	0	4	4	0	0	0	6	0	0	0	1	0	0	0	0
	Y = unclassifiable	15	2	0	0	0	0	0	41	2	3	0	0	0	0	1	0
44	Length of unemployment immediately prior to present employment																
	0 = still unemployed	-	-	1	1	0	0	0	100	-	-	0	0	0	0	0	0
	1 = no unemployment	25	1	0	0	1	4	0	7	4	4	0	0	0	1	0	0
	2 = less than 6 months	20	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
	3 = 6 months to 1 year	22	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	4 = 1 year to 2 years	15	1	0	0	0	0	0	7	0	2	0	1	0	0	0	0
	5 = 2 years to 5 years	11	1	2	0	0	0	0	5	1	0	0	0	0	0	0	0
	6 = 5 years or more and less than lifetime	12	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	7 = omitted or data not available	21	10	1	3	0	0	52	35	7	2	0	0	0	0	0	0
	8 = had never worked	6	0	0	0	0	0	0	5	1	0	0	0	0	0	0	0
	9 = unclassifiable	18	1	0	0	1	1	0	32	1	1	0	0	0	2	1	0
45	How did hear of Abilities or Fairchild																
	0 = still unemployed	-	-	0	0	0	0	0	4	-	-	0	0	0	0	0	0
	1 = employee of plant (handicapped-Abilities)	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 = employee of plant (non-handicapped-Fairchild or other general)	0	0	0	0	0	0	0	0	3	0	0	0	0	2	0	0
	3 = friend or neighbor	24	0	1	0	0	1	12	7	2	0	0	0	0	0	1	0
	4 = newspaper or magazine	38	4	2	0	0	2	20	54	1	5	0	1	0	1	0	0
	5 = radio or television	7	0	0	1	0	0	2	5	0	0	0	0	0	0	0	0
	6 = rehabilitation agency	16	1	0	0	0	0	2	1	0	0	0	0	0	0	0	0
	7 = New York State Employment Service	15	0	0	0	1	0	2	4	0	0	0	0	0	0	0	0
	8 = other (include J.O.B.)	28	4	0	2	1	2	13	52	6	1	0	0	0	0	0	0
	9 = omitted or data not available	2	5	1	1	0	0	0	69	2	2	0	0	0	0	0	0
	X = employment agencies (private)	1	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0
	Y = combination rehabilitation and employment	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46	How felt about applying at Abilities; Fairchild (code for first answer)																
	0 = enthusiastic (eager to work, didn't believe it)	54	0	3	0	2	0	12	0	1	0	0	0	0	0	0	0
	1 = positive (all right)	39	0	0	0	0	0	20	0	3	0	0	0	0	0	1	0
	2 = indifferent (none or little feeling)	9	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0
	3 = negative or rejection of idea	6	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	4 = discouraged (it was a last resort - it seemed hopeless - was discouraged)	6	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	5 = necessity (having a job was a necessity)	8	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	6 = unclassifiable	10	0	0	0	0	0	1	0	4	1	0	0	0	0	0	0
	7 = omitted or data not available	17	14	0	4	0	5	10	196	7	8	0	1	0	3	0	0
	X = combination	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
47	Type of present job																
	0 = unemployed at present	-	-	3	0	1	0	25	0	-	-	0	1	0	0	1	0
	1 = bench	64	1	0	0	0	0	5	0	0	0	0	0	0	1	0	0
	2 = leadman	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3 = foreman	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4 = clerical	19	0	0	0	0	0	7	0	2	0	0	0	0	0	0	0
	5 = inspection	4	0	0	0	0	0	1	0	0	8	0	0	0	1	0	0
	6 = warehouse	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = managerial	8	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0
	8 = other	11	0	1	0	1	0	10	0	12	0	0	0	0	1	0	0
	9 = omitted or data not available	1	13	0	4	0	5	2	196	0	0	0	0	0	0	0	0
	X = combination	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Y = packaging	15	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
48	What like about present job (code for first answer)																
	0 = unemployed at present	-	-	3	0	1	0	25	0	-	-	0	1	0	0	1	0
	1 = doesn't like job	4	0	0	0	0	0	4	0	1	0	0	0	0	0	0	0
	2 = contact with people	25	0	0	0	0	0	3	0	0	1	0	0	0	1	0	0
	3 = chance to work without physical strain and earn at the same time	12	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	4 = opportunity to develop skills and gain good experience	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5 = because of employee services and benefits	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	6 = joy in achievement or being able to work despite handicap	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = interest in occupation, likes work, challenge	56	0	0	0	0	0	7	0	11	0	0	0	0	0	0	0
	8 = enjoy the responsibility and independence	12	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	9 = other	21	0	1	0	1	0	2	0	3	3	0	0	0	1	0	0
	X = omitted or data not available	3	14	0	4	0	5	6	196	0	5	0	0	0	1	0	0
49	How many close friends																
	0 = none	18	0	1	0	0	0	4	0	1	0	0	0	0	0	0	0
	1 = very few (1-3)	14	0	2	0	0	0	3	0	0	4	0	0	0	0	0	0
	2 = a few (3-8)	41	0	1	0	1	0	25	0	3	1	0	0	0	0	1	0
	3 = many (8 or more)	46	0	0	0	1	0	19	0	9	2	0	0	0	1	0	0
	4 = unclassifiable	23	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
	5 = omitted or data not available	8	14	0	4	0	5	1	196	1	1	0	1	0	2	0	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed		ABILITIES								FAIRCHILD							
	Item Content and Coded Response	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
		Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item #	1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
50	How long known friends (code longest time)																
	0 = have no friends	18	0	1	0	0	0	4	0	1	0	0	0	0	0	0	0
	1 = since coming on present job	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 = since moving to present address	4	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	3 = since school days	8	0	0	0	0	0	3	0	2	0	0	0	0	0	0	0
	4 = for a long time	75	0	1	0	2	0	35	0	11	0	0	0	0	0	1	0
	5 = since I can remember	6	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0
	6 = can't remember	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = unclassifiable	10	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	8 = omitted or data not available	22	14	1	4	0	5	3	196	1	9	0	1	0	3	0	0
51	How got to know close friends? Who are close friends: (code for first answer)																
	0 = have no close friends	18	0	1	0	0	0	4	0	1	0	0	0	0	0	0	0
	1 = associates from present job	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 = associates from previous job	4	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
	3 = neighbors	35	0	1	0	0	0	15	0	2	0	0	0	0	0	0	0
	4 = school	9	0	0	0	0	0	4	0	3	0	0	0	0	0	1	0
	5 = family and relatives	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	6 = clubs and organizations to which belongs including church	6	0	0	0	1	0	2	0	1	0	0	0	0	0	0	0
	7 = job and neighbors	8	0	1	0	1	0	5	0	1	0	0	0	0	0	0	0
	8 = school and neighbors	4	0	0	0	0	0	4	0	1	0	0	0	0	0	0	0
	9 = other	16	0	1	0	0	0	2	0	1	0	0	0	0	0	0	0
	X = omitted or data not available	19	14	0	4	0	5	2	196	2	9	0	1	0	2	0	0
	Y = combinations	24	0	0	0	0	0	12	0	2	0	0	0	0	1	0	0
52	No. of solitary leisure-time activities																
	0 = none listed	15	12	0	3	0	5	3	196	1	8	0	1	0	3	0	0
	1 = 1 activity	20	2	0	1	0	0	8	0	1	1	0	0	0	0	0	0
	2 = 2 activities	43	0	1	0	0	0	5	0	2	0	0	0	0	0	0	0
	3 = 3 activities	36	0	2	0	2	0	18	0	5	0	0	0	0	0	0	0
	4 = 4 activities	21	0	1	0	0	0	8	0	3	0	0	0	0	0	1	0
	5 = 5 activities	8	0	0	0	0	0	5	0	1	0	0	0	0	0	0	0
	6 = 6 activities	5	0	0	0	0	0	3	0	2	0	0	0	0	0	0	0
	7 = 7 activities	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	8 = 8 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	9 = 9 activities	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	X = 10 or more activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Y = unclassifiable	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
53	No. of leisure-time activities engaged in with friends or members of family																
	0 = none listed	44	13	2	4	0	5	27	196	4	9	0	1	0	1	0	0
	1 = 1 activity	25	0	2	0	1	0	8	0	2	0	0	0	0	2	0	0
	2 = 2 activities	18	0	0	0	0	0	7	0	2	0	0	0	0	0	0	0
	3 = 3 activities	15	0	0	0	0	0	3	0	2	0	0	0	0	0	0	0
	4 = 4 activities	18	0	0	0	1	0	5	0	1	0	0	0	0	0	1	0
	5 = 5 activities	6	0	0	0	0	0	1	0	4	0	0	0	0	0	0	0
	6 = 6 activities	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = 7 activities	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	8 = 8 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	9 = 9 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	X = 10 or more activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Y = unclassifiable	17	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
54	No. of activities would like to do but either no time or cannot do																
	0 = none listed	121	14	3	4	2	5	43	196	14	9	0	1	0	3	1	0
	1 = 1 activity	24	0	1	0	0	0	6	0	1	0	0	0	0	0	0	0
	2 = 2 activities	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	3 = 3 activities	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	4 = 4 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5 = 5 activities	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	6 = 6 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = 7 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = 8 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	9 = 9 activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	X = 10 or more activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Y = unclassifiable	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
55	Interest in or taking Adult Education courses Music																
	0 = yes	23	0	0	0	0	0	9	0	0	1	0	0	0	0	0	0
	1 = no	62	0	3	0	2	0	29	0	9	1	0	0	0	0	1	0
	2 = omitted or data not available	65	14	1	4	0	5	14	196	6	7	0	1	0	3	0	0
56	Interest in or taking Adult Education courses Drawing and Painting																
	0 = yes	18	0	0	0	0	0	7	0	3	0	0	0	0	0	0	0
	1 = no	61	0	3	0	2	0	30	0	9	2	0	0	0	0	1	0
	2 = omitted or data not available	71	14	1	4	0	5	15	196	3	7	0	1	0	3	0	0
57	Interest in or taking Adult Education courses Photography																
	0 = yes	28	0	0	0	0	0	7	0	5	1	0	0	0	0	0	0
	1 = no	54	0	3	0	2	0	28	0	6	2	0	0	0	0	1	0
	2 = omitted or data not available	68	14	1	4	0	5	17	196	4	6	0	1	0	3	0	0
58	Interest in or taking Adult Education courses Woodworking																
	0 = yes	27	0	0	0	0	0	10	0	5	0	0	0	0	0	0	0
	1 = no	56	0	3	0	2	0	28	0	6	2	0	0	0	0	1	0
	2 = omitted or data not available	67	14	1	4	0	5	14	196	4	7	0	1	0	3	0	0
59	Interest in or taking Adult Education courses Commercial Subjects																
	0 = yes	10	0	0	0	0	0	5	0	0	0	0	0	0	0	0	0
	1 = no	51	0	3	0	2	0	27	0	9	2	0	0	0	0	1	0
	2 = omitted or data not available	89	14	1	4	0	5	20	196	6	7	0	1	0	3	0	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed		ABILITIES								FAIRCHILD							
	Item Content and Coded Response	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
		Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item #	1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
60	Interest in or taking Adult Education courses Other																
	0 = yes	32	0	1	0	0	0	9	0	5	0	0	0	0	0	1	0
	1 = no	51	0	1	0	2	0	25	0	6	2	0	0	0	0	0	0
	2 = omitted or data not available	67	14	2	4	0	5	18	196	4	7	0	1	0	3	0	0
61	Club Membership: Civic Organization																
	0 = regular attendance	4	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
	1 = occasional attendance	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 = infrequent attendance	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	3 = do not belong	79	0	3	0	2	0	38	0	6	1	0	0	0	0	1	0
	4 = omitted or data not available	65	14	1	4	0	5	14	196	3	8	0	1	0	3	0	0
	5 = member but attendance omitted	1	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0
62	Club Membership: Fraternal Organization																
	0 = regular attendance	4	0	1	0	0	0	1	0	2	0	0	0	0	0	0	0
	1 = occasional attendance	5	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	2 = infrequent attendance	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
	3 = do not belong	80	0	2	0	2	0	38	0	10	1	0	0	0	0	1	0
	4 = omitted or data not available	58	14	1	4	0	5	11	196	1	8	0	1	0	3	0	0
	5 = member but attendance omitted	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
63	Club Membership: P T A																
	0 = regular attendance	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
	1 = occasional attendance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 = infrequent attendance	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
	3 = do not belong	79	0	3	0	2	0	37	0	10	1	0	0	0	0	1	0
	4 = omitted or data not available	67	14	1	4	0	5	13	196	3	8	0	1	0	2	0	0
	5 = member but attendance omitted	3	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
64	Club Membership: Veterans' Organization																
	0 = regular attendance	4	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	1 = occasional attendance	2	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0
	2 = infrequent attendance	6	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	3 = do not belong	77	0	3	0	1	0	35	0	11	1	0	0	0	0	1	0
	4 = omitted or data not available	61	14	0	4	0	5	10	196	2	8	0	1	0	3	0	0
	5 = member but attendance omitted	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0
65	Club Membership: Social Club																
	0 = regular attendance	6	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0
	1 = occasional attendance	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	2 = infrequent attendance	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	3 = do not belong	73	0	2	0	1	0	37	0	8	1	0	0	0	0	1	0
	4 = omitted or data not available	67	14	1	4	0	5	11	196	5	8	0	1	0	3	0	0
	5 = member but attendance omitted	2	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0
66	Club Membership: Professional or Trade Association																
	0 = regular attendance	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	1 = occasional attendance	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	2 = infrequent attendance	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3 = do not belong	73	0	3	0	2	0	37	0	8	1	0	0	0	0	1	0
	4 = omitted or data not available	72	14	1	4	0	5	14	196	5	8	0	1	0	3	0	0
	5 = member but attendance omitted	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
67	Club Membership: Other (code church data, unsolicited)																
	0 = regular attendance	15	0	0	0	0	0	7	0	3	0	0	0	0	0	0	0
	1 = occasional attendance	8	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
	2 = infrequent attendance	6	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	3 = do not belong	69	0	2	0	2	0	32	0	6	1	0	0	0	0	0	0
	4 = omitted or data not available	44	14	1	4	0	5	6	196	4	8	0	1	0	2	0	0
	5 = member but attendance omitted	6	0	1	0	0	0	5	0	2	0	0	0	0	1	0	0
	6 = combinations	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
68	Affiliation with how many clubs or groups																
	0 = none listed	81	14	2	4	0	5	26	196	3	9	0	1	0	2	0	0
	1 = 1 club or group	46	0	1	0	2	0	22	0	4	0	0	0	0	0	1	0
	2 = 2 clubs or groups	16	0	0	0	0	0	3	0	5	0	0	0	0	0	0	0
	3 = 3 clubs or groups	6	0	1	0	0	0	1	0	2	0	0	0	0	0	0	0
	4 = 4 clubs or groups	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5 = 5 clubs or groups	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	6 = 6 clubs or groups	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = 7 clubs or groups	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = 8 clubs or groups	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	9 = 9 clubs or groups	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	X = 10 or more clubs or groups	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Y = insufficient data	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
69	Difficulty in attending club meetings and would be more active if able																
	0 = yes to both items	8	0	2	0	0	0	7	0	0	0	0	0	0	0	0	0
	1 = yes to first item and no to second item	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 = yes to first item and omitted on second item	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	3 = no to first item and yes to second item	9	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	4 = no to both items	34	0	1	0	2	0	17	0	6	0	0	0	0	0	1	0
	5 = no to first item and omitted to second item	16	0	1	0	0	0	7	0	1	0	0	0	0	0	0	0
	6 = omitted on first item and yes to second item	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = omitted on first item and no to second item	20	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0
	8 = omitted on both items or data not available	54	14	0	4	0	5	15	196	6	9	0	1	0	3	0	0
	9 = unclassifiable	3	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed		ABILITIES								FAIRCHILD							
	Item Content and Coded Response	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
		Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item #	1. Totals of Four Population Groups	150	14	4	4	2	5	52	196	15	9	0	1	0	3	1	0
70	Agencies contacted																
	0 = none	35	0	2	0	1	0	16	0	9	2	0	0	0	0	0	0
	1 = Federal	10	1	1	0	0	0	5	0	3	0	0	0	0	0	0	0
	2 = State	48	0	0	0	0	0	8	0	1	0	0	0	0	0	0	0
	3 = Clinics	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4 = Welfare	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5 = Federal and State	8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	6 = Federal and Local	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	7 = State and Local	15	0	1	0	0	0	12	0	0	0	0	0	0	0	1	0
	8 = omitted or data not available	9	13	0	4	0	4	1	196	0	6	0	1	0	3	0	0
	9 = other	3	0	0	0	1	1	4	0	1	0	0	0	0	0	0	0
	X = private	12	0	0	0	0	0	2	0	0	1	0	0	0	0	0	0
	Y = combination	4	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0
71	Reason for agency contact																
	0 = none contacted	35	0	2	0	1	0	16	0	9	2	0	0	0	0	0	0
	1 = obtain pension, unemployment insurance, or other funds	7	1	0	0	0	0	5	0	2	0	0	0	0	1	0	0
	2 = arrange for special training	5	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	3 = obtain physical aids	3	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	4 = obtain special medical care or physical therapy	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	5 = obtain employment	47	0	0	0	1	0	20	0	0	0	0	0	0	0	1	0
	6 = obtain funds and employment	6	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	7 = obtain physical aids and special training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = obtain funds and physical aids	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	9 = obtain medical treatment and employment	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	X = other combinations of reasons	16	0	1	0	0	0	5	0	2	0	0	0	0	0	0	0
	Y = omitted or data not available	19	13	0	4	0	5	2	196	1	7	0	1	0	2	0	0
72	Expect to stay permanently with present employer																
	0 = unemployed at present	-	-	3	0	1	0	25	0	-	-	0	0	0	0	1	0
	1 = unqualified yes	86	0	1	0	0	0	4	0	7	9	0	0	0	0	0	0
	2 = unqualified no	16	0	0	0	0	0	5	0	2	0	0	0	0	1	0	0
	3 = qualified yes	26	0	0	0	1	0	7	0	4	0	0	0	0	0	0	0
	4 = qualified no	13	0	0	0	0	0	5	0	0	0	0	0	0	1	0	0
	5 = omitted or data not available	6	14	0	4	0	5	2	196	2	0	0	1	0	0	0	0
	6 = other	3	0	0	0	0	0	4	0	0	0	0	0	0	1	0	0
73	Plans for employment elsewhere																
	0 = unemployed at present	-	-	3	0	1	0	25	0	-	-	0	0	0	0	0	0
	1 = plan own independent business	15	0	0	0	0	0	6	0	3	0	0	0	0	0	0	0
	2 = will seek job in another industry	13	0	0	0	0	0	8	0	0	0	0	0	0	0	1	0
	3 = either will have own independent business or will seek job in another industry	4	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	4 = have no definite plans for either own independent business or job in another industry	45	0	0	0	1	0	7	0	9	0	0	0	0	0	0	0
	5 = omitted both items or data not available	73	14	1	4	0	5	4	196	3	9	0	1	0	3	0	0
74	Further special training or education																
	0 = none	34	0	3	0	2	0	16	0	5	0	0	0	0	0	1	0
	1 = business administration	6	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	2 = office clerical	2	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0
	3 = accounting	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4 = trades	11	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	5 = engineering	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0
	6 = courses in general education	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	7 = other special courses	11	0	0	0	0	0	5	0	6	0	0	0	0	0	0	0
	8 = omitted or data not available	83	14	1	4	0	5	20	196	1	9	0	1	0	3	0	0
75	Have definite plans for further education or training																
	0 = have no plans	34	0	3	0	2	0	16	0	5	0	0	0	0	0	1	0
	1 = yes	13	0	0	0	0	0	2	0	3	0	0	0	0	0	0	0
	2 = no	23	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0
	3 = omitted or data not available	79	14	1	4	0	5	18	196	1	9	0	1	0	3	0	0
	4 = have plans, but when not indicated	1	0	0	0	0	0	12	0	6	0	0	0	0	0	0	0
76	Plans to marry																
	0 = already married	80	7	2	2	2	5	24	0	13	6	0	1	0	3	1	0
	1 = yes but plans indefinite	10	0	0	0	0	0	4	0	2	0	0	0	0	0	0	0
	2 = yes and plans are definite	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	3 = no	7	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0
	4 = omitted or data not available	40	7	2	2	0	0	17	196	0	3	0	0	0	0	0	0
	5 = other	9	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	6 = yes, but when omitted	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
77	Change to new housing																
	0 = yes but plans are indefinite	19	0	0	0	0	0	5	0	5	0	0	0	0	0	0	0
	1 = yes and plans are definite	5	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0
	2 = no	52	0	3	0	1	0	15	0	5	0	0	0	0	0	1	0
	3 = omitted or data not available	72	14	1	4	1	5	29	196	4	9	0	1	0	3	0	0
	4 = other	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
78	Interviewer have difficulty in establishing rapport and interviewee show unwillingness in answering questions																
	0 = yes to both items	9	1	0	0	1	0	6	0	2	0	0	0	0	0	0	0
	1 = yes to first item, no to second item	14	0	0	0	0	0	4	0	1	0	0	0	0	0	0	0
	2 = yes to first item, omitted on second item	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3 = no to first item, yes to second item	6	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	4 = no to both items	115	0	4	0	1	0	38	0	11	0	0	0	0	0	1	0
	5 = no to first item, omitted on second item	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6 = omitted on first item, yes to second item	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 = omitted on first item, no to second item	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8 = omitted on both items or data not available	4	13	0	4	0	5	3	196	1	9	0	1	0	3	0	0
	9 = no to first item, uncertain on second item	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed	ABILITIES								FAIRCHILD							
Supplementary Code: Population 2 (Discharged) Population 4 (Applicants) Item Content and Coded Response	Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item # 1. Totals of Four Population Groups	-	-	4	4	-	-	52	196	-	-	0	1	-	-	1	0
1-4 Identifying Data																
5 Attempted to secure employment after application contact (at either Abilities or Fairchild)																
0 = yes	-	-	2	0	-	-	35	0	-	-	0	0	-	-	1	0
1 = no	-	-	2	0	-	-	14	0	-	-	0	0	-	-	0	0
2 = omitted or data not available	-	-	0	4	-	-	3	196	-	-	0	1	-	-	0	0
6 Through what agency?																
0 = made no attempt	-	-	1	0	-	-	14	0	-	-	0	0	-	-	0	0
1 = Division of Rehabilitation	-	-	0	0	-	-	1	0	-	-	0	0	-	-	0	0
2 = New York State Employment Service	-	-	0	0	-	-	11	0	-	-	0	0	-	-	0	0
3 = private employment	-	-	0	0	-	-	6	0	-	-	0	0	-	-	1	0
4 = friends or family	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
5 = newspaper or radio ad	-	-	0	0	-	-	4	0	-	-	0	0	-	-	0	0
6 = other	-	-	1	0	-	-	5	0	-	-	0	0	-	-	0	0
7 = unclassifiable	-	-	1	0	-	-	1	0	-	-	0	0	-	-	0	0
8 = combination	-	-	0	0	-	-	5	0	-	-	0	0	-	-	0	0
9 = omitted or data not available	-	-	1	4	-	-	5	196	-	-	0	1	-	-	0	0
7 What were the results?																
0 = still unemployed	-	-	3	0	-	-	25	0	-	-	0	0	-	-	0	0
1 = rejected	-	-	0	0	-	-	1	0	-	-	0	0	-	-	0	0
2 = accepted - presently employed	-	-	1	0	-	-	17	0	-	-	0	0	-	-	0	0
3 = unclassifiable	-	-	0	0	-	-	1	0	-	-	0	0	-	-	0	0
4 = omitted or data not available	-	-	0	4	-	-	4	196	-	-	0	1	-	-	0	0
5 = other	-	-	0	0	-	-	4	0	-	-	0	0	-	-	1	0
8 Where working now?																
0 = presently unemployed	-	-	3	0	-	-	25	0	-	-	0	0	-	-	1	0
1 = part-time employment	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
2 = manufacturing	-	-	0	0	-	-	7	0	-	-	0	0	-	-	0	0
3 = retail business	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
4 = service industries	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
5 = agriculture and fishing	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
6 = transportation	-	-	0	0	-	-	1	0	-	-	0	0	-	-	0	0
7 = government service	-	-	0	0	-	-	1	0	-	-	0	0	-	-	0	0
8 = insurance and finance	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
9 = other	-	-	1	0	-	-	12	0	-	-	0	0	-	-	0	0
X = omitted or data not available	-	-	0	4	-	-	0	196	-	-	0	1	-	-	0	0
9 Source of support?																
0 = present job	-	-	1	0	-	-	19	0	-	-	0	0	-	-	0	0
1 = parents	-	-	1	0	-	-	9	0	-	-	0	0	-	-	0	0
2 = spouse	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
3 = children	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
4 = other members of family	-	-	1	0	-	-	4	0	-	-	0	0	-	-	0	0
5 = pension	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
6 = public assistance (welfare)	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
7 = savings	-	-	0	0	-	-	1	0	-	-	0	0	-	-	1	0
8 = other sources	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
9 = unclassifiable	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
X = omitted or data not available	-	-	0	4	-	-	2	196	-	-	0	1	-	-	0	0
Y = combinations	-	-	1	0	-	-	11	0	-	-	0	0	-	-	0	0
10 How do you spend time?																
0 = TV	-	-	0	0	-	-	3	0	-	-	0	0	-	-	0	0
1 = reading	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
2 = special hobby	-	-	0	0	-	-	1	0	-	-	0	0	-	-	0	0
3 = music	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
4 = work around the house	-	-	0	0	-	-	11	0	-	-	0	0	-	-	0	0
5 = idleness	-	-	0	0	-	-	3	0	-	-	0	0	-	-	0	0
6 = employed on job	-	-	1	0	-	-	7	0	-	-	0	0	-	-	0	0
7 = combination	-	-	3	0	-	-	25	0	-	-	0	0	-	-	1	0
8 = other	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
9 = unclassifiable	-	-	0	0	-	-	0	0	-	-	0	0	-	-	0	0
X = omitted or data not available	-	-	0	4	-	-	2	196	-	-	0	1	-	-	0	0
11 Preferred classification of job?																
0 = no preference specified	-	-	1	0	-	-	11	0	-	-	0	0	-	-	0	0
1 = labor	-	-	0	0	-	-	4	0	-	-	0	0	-	-	0	0
2 = trade	-	-	0	0	-	-	10	0	-	-	0	0	-	-	0	0
3 = service and domestic	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
4 = sales	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
5 = office and clerical	-	-	1	0	-	-	12	0	-	-	0	0	-	-	0	0
6 = managerial	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
7 = professional and semi-professional	-	-	0	0	-	-	1	0	-	-	0	0	-	-	1	0
8 = other	-	-	0	0	-	-	5	0	-	-	0	0	-	-	0	0
9 = unclassifiable	-	-	1	0	-	-	0	0	-	-	0	0	-	-	0	0
X = omitted or data not available	-	-	1	4	-	-	3	196	-	-	0	1	-	-	0	0

GENERAL TABLE: FINDINGS OF THE STUDY TO DATE

Data from Four Population Groups at Abilities, Incorporated and Fairchild Engine Division of the Fairchild Engine and Airplane Corporation

Findings are separated into interviewed and not interviewed		ABILITIES								FAIRCHILD							
Supplementary Code: Population 3 (Resigned) Item Content and Coded Response		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants		Population 1 Employees		Population 2 Discharged		Population 3 Resigned		Population 4 Applicants	
		Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total	Intv. Total	Not Intv. Total
Item #	1. Totals of Four Population Groups	-	-	-	-	2	5	-	-	-	-	-	-	0	3	-	-
1-4	Identifying Data																
5	When did you leave?																
	0 = within 6 months	-	-	-	-	0	0	-	-	-	-	-	-	0	3	-	-
	1 = 6 months to 1 year	-	-	-	-	1	2	-	-	-	-	-	-	0	0	-	-
	2 = 1 year to 2 years	-	-	-	-	1	3	-	-	-	-	-	-	0	0	-	-
	3 = 3 years or more	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
6	Why?																
	0 = reduction in force or business slowed down	-	-	-	-	0	0	-	-	-	-	-	-	0	3	-	-
	1 = obtain job with higher pay	-	-	-	-	0	1	-	-	-	-	-	-	0	0	-	-
	2 = obtain job with more congenial working conditions	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	3 = obtain job nearer home	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	4 = because of handicap or illness	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	5 = preferred non-handicapped work associates	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	6 = obtain job with more status and responsibility	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	7 = other reason	-	-	-	-	2	4	-	-	-	-	-	-	0	0	-	-
	8 = unclassifiable	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	9 = omitted or data not available	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
7	How learn about present job?																
	0 = contacts on job at Abilities	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	1 = friends or family	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	2 = newspaper or radio ad	-	-	-	-	1	0	-	-	-	-	-	-	0	0	-	-
	3 = Division of Rehabilitation	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	4 = New York State Employment Service	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	5 = private employment agency	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	6 = followed own lead	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	7 = unemployed	-	-	-	-	1	0	-	-	-	-	-	-	0	0	-	-
	8 = other	-	-	-	-	0	1	-	-	-	-	-	-	0	0	-	-
	9 = omitted or data not available	-	-	-	-	0	4	-	-	-	-	-	-	0	3	-	-
8	What like about present job?																
	0 = doesn't like job	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	1 = pay is good	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	2 = contact with congenial people	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	3 = less physical strain	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	4 = job has greater responsibility and independence	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	5 = because of employee services and benefits	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	6 = job is in line with interests, creative, challenging	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	7 = like working out-of-doors	-	-	-	-	1	0	-	-	-	-	-	-	0	0	-	-
	8 = unclassifiable	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	9 = omitted or data not available	-	-	-	-	1	5	-	-	-	-	-	-	0	3	-	-
9	What like to change about job?																
	0 = increase pay	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	1 = improve supervision	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	2 = receive more responsibility and recognition	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	3 = make working conditions more congenial	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	4 = increase employee services and benefits	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	5 = reduce amount of physical exertion	-	-	-	-	1	0	-	-	-	-	-	-	0	0	-	-
	6 = would like to get a different job	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	7 = other reasons	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	8 = unclassifiable	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	9 = omitted or data not available	-	-	-	-	1	5	-	-	-	-	-	-	0	3	-	-
10	Do you intend to stay on present job?																
	0 = unqualified yes	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	1 = qualified yes	-	-	-	-	1	1	-	-	-	-	-	-	0	0	-	-
	2 = unqualified no	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	3 = qualified no	-	-	-	-	0	0	-	-	-	-	-	-	0	0	-	-
	4 = omitted or data not available	-	-	-	-	1	4	-	-	-	-	-	-	0	3	-	-

General Data:

Code Number_____ Birth Date_____ Marital Status: Single_____
Male _ Age _ Sep.__Divorced__Widowed_____
Female Married _
House: Owned_____ Rented_____

Starting Date with Abilities_____

Transportation:

Mode of Travel To and From Work:

LIRR_____ Bus_____

Car pool_____ Taxi_____

Own car_____ Walk_____

Other(Specify)_____

Residence:

Changes in residence last three years (Community, neighborhood, specify):

_____

_____

_____

Changes in type of Residence: Owned___ Rented___ Small___ Large____

Other changes (Specify)_____

Background:

	Place of Birth	No. of Years in U.S.	U.S. Citizen -- Community in which live
Employee			
Father			
Mother			

Household Composition:

Father__Mother__Spouse__ Children at Home (No. and Ages)_____

Children Elsewhere_____ Other Relatives in Household (Specify)_____

Others (Boarders)_____
(If any member is physically handicapped, put a circle around check)

If any member of household is handicapped, what special problem does this present?_____

Handicap:

Kind	Extent	Duration	How Acquired	Prosthetics

Medical Attention:

Hospitalization:

Name of Hospital	Entered	Leaving	Surgery (Indicated)

Present Medical Condition (Supervision Needed at Plant, Nature)_____

Stabilized_____

Further Treatment Contemplated___ Kind_____ When_____

Education:

	School	Years Attended	Yr. Graduated	Major	Skills
Grade					
High					
College					

Special Training
Related to Disability
(Where) _____

Job Skills:

Prior to disability, (repairing telephone wires, etc.)_____

Job skills acquired subsequently_____

Military Record:

Branch:_____ From____ To____ Rank_____

Employment History:

Were you gainfully employed before your disability? Yes__ No__ If yes, at what occupation_____. If no, what were you doing_____

_____

osition	Dates	Name of Company	Reason for Leaving	Efforts to Get Another Job (Employment Agencies, Other Agencies, Newspaper Ads, Etc.) Wage

How long unemployed prior to coming to present plant (dates)_____

How heard of this plant: Employee of this plant(handicapped or not handicapped)_____

Friend or Neighbor__Newspaper__Other_____

How felt about applying?_____

Range of Activities at Present Job:(What he does such as tool grinder, activity involved)

_____

_____

What do you like about this job?_____

_____

_____

Social Life:

1. Friends: How many close friends do you have?_____

How long have you known them?_____

How got to know each friend_____

_____

_____

2. Recreation Activities

	Alone or in Company	Which Do You Do	Which Would You Like To Do
Movies			
Swimming			
Bowling			
Reading			

	Which Do You Do	Which Would You Like To Do
Card playing		
Fishing		
TV		
Radio		
Others (Indicate)		

If they were available, interest in possible Adult Education Courses:

Choral Group
Drawing
Photography
Woodworking
Others

3. Affiliations:

Groups	How Long	Degree of Activity: Regular	Occasional	Infrequently
Civic				
Fraternal				
League of Women Voters				
Parent-Teacher Association				
Veterans' Organization				
Others				

Do you have any difficulty in getting to any of these associations(Specify)_____

_____

Would you be more active in these groups if it were physically easier for you to attend _____

Agencies that have been contacted in connection with rehabilitation and with job

	Name	When	Nature of Contact
Federal			
State			
Clinics			
Welfare Agencies			
Other			

Plans for Future

Expect to remain permanently on present job? Yes__ No__ (Reason)_____
_____

Own Independent Business_____

Job in Another Industry: Which?_____ Why?_____

Special Training(kind)_____ When?_____

Further Education(kind)_____ When?_____

Marriage_____ When?_____

Removal to New Housing(kind)_____ When?_____

Other_____

Interviewers Personal Impression

Any difficulty in establishing rapport?

Any unwillingness in answering the questions?

Any blocking?
(Topic)

Population 2

(Workers who were hired but were discharged)

Attempt to secure other employment after contact with Abilities? _____

Where and through what agency? _____

What were the results? _____

Where working now? _____

What sources of support if not employed? _____

How do you spend your time? _____

If you could work at preferred job what would this be? _____

_____

Population 3
(Former Handicapped Employees Now in Positions Elsewhere,
(past 2 years))

When did you leave_____ Why?_____

How did you learn about present job?_____

What do you like about present job?_____

What would you like to change about it?_____

Do you intend to stay on your new job?_____

Population 4
(Applicants who applied and were not hired)

Attempt to secure other employment after contact with Abilities? _____

Where and through what agency? _____

What were the results? _____

Where working now? _____

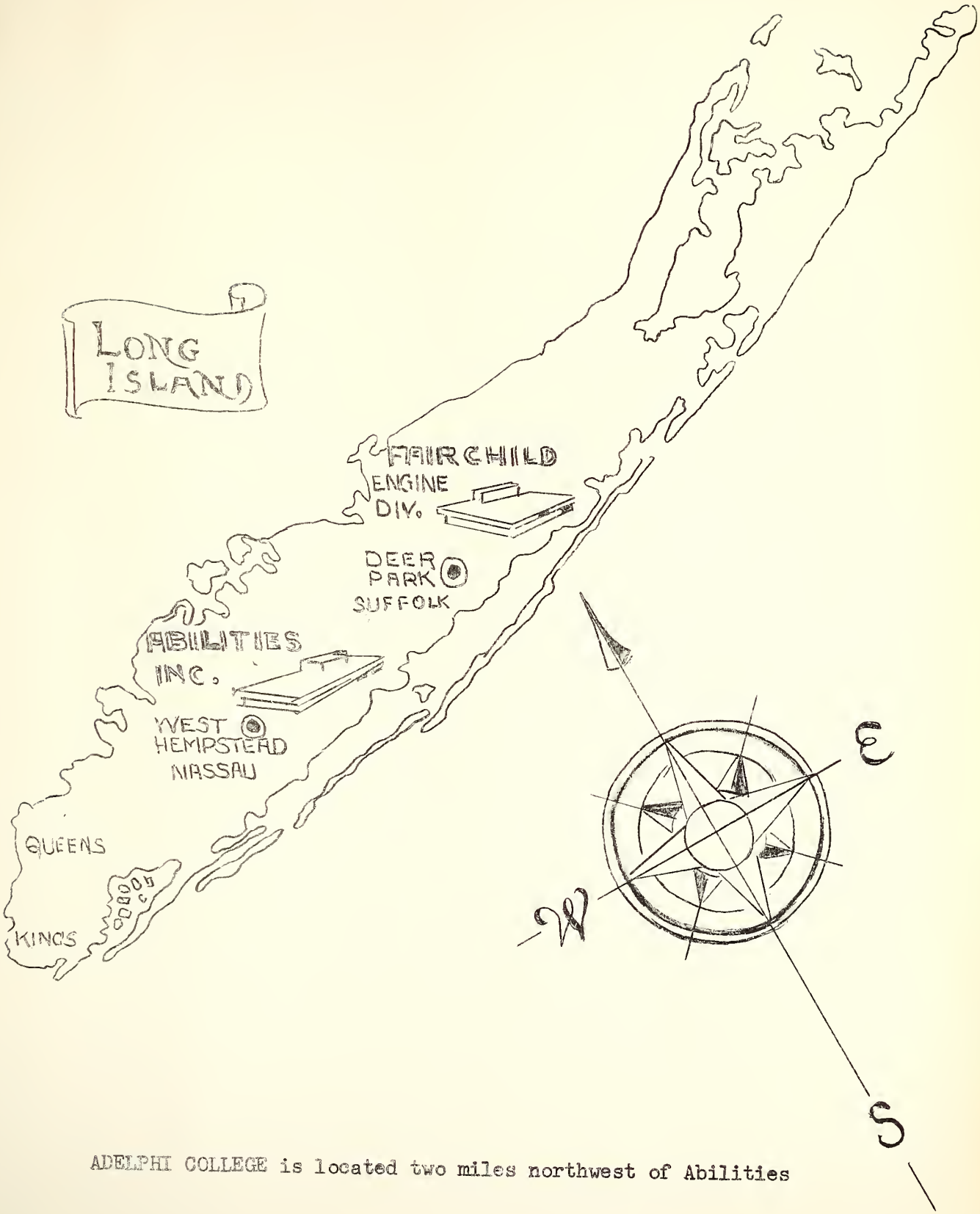
What sources of support if not employed? _____

How do you spend your time? _____

If you could work at preferred job what would this be? _____

_____

LOCATION OF PLANTS STUDIED



ADELPHI COLLEGE is located two miles northwest of Abilities